



KING'S LEADERSHIP  
PHOENIX ACADEMY

# Recruitment Guide

## Teacher OF English

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

**Contract:** Permanent

**Salary:** MPS/UPS

**Start Date:** September 2026



EDURIGO TOP 10  
TRUST AWARD WINNER



  @GSTSchools



# WELCOME TO THE GREAT SCHOOLS TRUST

“Excellence is not a destination – it is who we are, every day.”

Welcome to Great Schools Trust, where belief in every child's potential meets the daily habits that make success inevitable. In our schools, excellence is not left to chance. It is embedded through clear routines, ambitious teaching, compassionate leadership and a culture where character matters.



#### Our Mission:

To develop in every student the academic skills, intellectual habits, qualities of character, and leadership traits necessary to become a successful, healthy citizen in the global community.



#### Our Vision:

To build a family of outstanding academies where all students, irrespective of their starting points, flourish, are happy and achieve their full potential.



#### Our Values – ASPIRE

- Aspiration
- Self-awareness
- Professionalism
- Integrity
- Respect
- Endeavour

#### Our Pillars of Excellence:



#### People & Leadership –

Growing exceptional leaders who inspire, empower and deliver.



#### Character & Leadership –

Building resilience, integrity and aspiration through values-led education.



#### Educational Transformation –

Relentlessly improving teaching and learning for every child.



#### AI & Future Learning –

Harnessing innovation and technology to personalise and future-proof learning.



#### System Leadership –

Driving improvement across schools with trust-wide accountability and collaboration.



#### Educational Partnerships –

Working with families, communities and global partners to extend opportunity.

#### National Recognition:

- National Behaviour Hub Lead MAT
- Edurio Top 10 for Staff Satisfaction (2024)
- Most Improved MAT in the Northwest for Progress 8 (2023–24)
- Home to the IPCL: The Institute of People, Character & Leadership

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## WELCOME FROM THE CEO

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### Shane Ierston Chief Executive Officer



At the Great Schools Trust, we hold a simple belief: teachers deserve the space, support and trust to do what they came into this profession to do. To inspire young minds and to shape the future with hope and purpose.

This year has reminded us of the extraordinary things that happen when we work together with shared belief and a deep commitment to helping every child flourish. Innovation has been at the heart of this, especially our new AI-powered assessment platform, which is now rolling out across the Trust. It is already saving teachers hundreds of hours each year. That is not just a technological achievement. It is time genuinely returned to you.

Less pressure, fewer late nights and more energy for the work that truly matters.

No teacher enters this profession expecting to battle endless admin. They choose this path because they care. Our responsibility, as a Trust, is to make sure you can keep doing what you love, supported, valued and encouraged every step of the way.

Over the past year, we have continued to build a culture where people feel heard, respected and safe to grow. Our recent Edurio survey placed us in the top ten trusts nationally for staff wellbeing and organisational values. This reflects the warm relationships, thoughtful leadership and collective purpose that define our community. It also speaks to the consistency across our family of schools. All our academies are judged Ofsted Good or higher, something we are proud of because it represents the everyday dedication of our staff.

As our people thrive, so do our students. Across our academies, we are seeing outcomes that challenge expectations and transform futures.

With 70 percent of students entering the English Baccalaureate and several schools closing the Progress 8 gap between disadvantaged and non-disadvantaged students, our belief in social mobility is more than a vision. It is becoming a reality.

If you are considering joining us, we would love you to know this: you are not just stepping into a job. You are joining a community. A community that invests in you, trusts you and stands beside you. You will be welcomed into a family that celebrates your strengths, supports your growth and believes in the difference you can make.

Credo, Credimus:  
"I believe, we believe."

We believe in every child.  
We believe in every member of staff.  
And we believe in what we can achieve together.

Shane Ierston, CEO

*Shane Ierston*





## WELCOME FROM THE PRINCIPAL

Daniel Cross  
Principal of Phoenix



I am delighted to welcome you to King's Leadership Phoenix Academy at what is proving to be an incredibly exciting and transformational period for our centre and our students.

Since opening, our academy has grown rapidly and established itself as a highly effective alternative provision that truly changes the life chances of young people.

This impact was recognised during our 2025 Ofsted inspection, where the academy was judged Good for Quality of Education, Behaviour and Attitudes, and Leadership and Management, with an Outstanding judgement for Personal Development. Inspectors recognised the strong relationships between staff and students, the high expectations we

hold for every young person and the life-changing support we provide to help pupils thrive and succeed.

At King's Leadership Phoenix Academy, we believe every child can succeed and that great teaching is the key to that success. This belief is reflected in our motto, 'Credimus', which, translated from Latin, means *we believe*. Our daily work is guided by the Phoenix Five, which provides a clear blueprint for a successful day at our academy.

King's Leadership Phoenix Academy is an SEMH alternative provision school providing full-time education for students aged 11-16 from our site at Vortex House on Wavertree Technology Park.

We recognise that mainstream education is not the right setting for every young person. However, we are unwavering in our belief that expectations should never be lowered for students who attend alternative provision. In fact, they should be higher. Nationally, only a small proportion of students in alternative provision achieve passes in English and Mathematics, and we are determined to challenge this narrative by providing students with the opportunities, support and belief they deserve.

Our curriculum is broad, ambitious and personalised, delivered in small class sizes. Students work towards GCSE and equivalent

qualifications, supported by flexible approaches that allow learning to be adapted to individual needs. Personalised literacy and numeracy programmes ensure that students are supported to rebuild the foundations of their learning and make strong progress.

Our academy offers excellent facilities and a broad curriculum with specialist learning environments, including a science laboratory, IT suite, gymnasium, Food Technology room, Art and Design studio, family dining area and dedicated therapy rooms, alongside well-resourced classrooms supporting delivery of the full national curriculum.

I warmly welcome you to King's Leadership Phoenix Academy and hope you find the information in this pack informative. Please do not hesitate to get in touch if you would like to discuss the post in more detail.

Daniel Cross



KING'S LEADERSHIP  
PHOENIX ACADEMY

# King's Phoenix. The place to be

## **A School That Changes Life Chances**

- A specialist SEMH alternative provision committed to transforming outcomes for young people who have experienced barriers to education.
- Small classes, strong relationships and high expectations enable students to rebuild confidence, re-engage with learning and achieve success.
- A team driven by belief, consistency and the determination to help every student succeed.

## **High Expectations, Personalised Learning**

- A broad and ambitious curriculum delivered through small class sizes of up to eight students.
- Learning tailored to individual needs through personalised literacy and numeracy programmes.
- GCSE and equivalent qualifications, ensuring students leave with meaningful outcomes and future pathways.

## **Behaviour and Relationships That Support Learning**

- Clear routines, consistency and strong relationships create calm learning environments.
- Staff work closely with students to rebuild trust, confidence and engagement with education.
- A nurturing approach combined with firm expectations helps students develop resilience and self-belief.

## **Character Development at the Core**

- The ASPIRE personal development programme develops character, leadership and independence.
- Students benefit from opportunities that broaden horizons and prepare them for life beyond school.
- Our motto 'Credimus' – We Believe underpins a culture where every young person is supported to succeed.

## **A Place to Grow as a Professional**

- Twice-weekly CPD focused on developing strong classroom practice.
- Opportunities to collaborate and develop across The Great Schools Trust.
- A supportive leadership team committed to coaching, development and staff wellbeing.
- Funded NPQs, leadership pathways and real development opportunities.
- Clear progression routes and secondments across the Trust.

## **Why Staff Choose King's Phoenix**

- Purposeful leadership, visible every day.
- Small classes that allow meaningful relationships with students.
- A supportive and collaborative team environment.
- The opportunity to make a genuine difference to the lives of young people.



## Staff Benefits & Wellbeing

At our Trust, we are committed to creating an exceptional working environment where staff feel valued, supported and empowered to thrive. We believe that investing in our people is the foundation of outstanding education.

### A Trust That Prioritises Staff Wellbeing

- A culture where staff wellbeing underpins decision-making
- Strong pastoral support and leadership that genuinely listens
- A collaborative, family-oriented environment across all academies

### Professional Benefits & Career Development

- Highly competitive salaries that reward excellence
- Access to CredimusAI, saving significant time and reducing workload
- A personal device for all teaching staff to support professional practice
- Weekly leadership link meetings to support development and progression
- Clear career pathways, with rapid promotion for the right candidates
- Trust-wide collaboration, sharing expertise and supporting other schools
- Strategic input into our new building, shaping facilities for future generations

### Health, Wellbeing & Personal Support

- Benenden Health membership (optional £15.50 per month), with day-one access to:
  - 24/7 GP and mental health helplines
  - Specialist advice for adult care, neurodiversity and disability
  - Fast access to diagnostics, physiotherapy, mental health support and cancer advice
  - Support for tuberculosis and selected surgical procedures (subject to eligibility)
  - No medical checks, excess fees or age-related pricing
  - Option to add family members at additional cost
- BUPA Employee Assistance Programme (Trust-funded), providing:
  - Counselling and emotional wellbeing support
  - Legal, financial and family care advice
  - 24/7 confidential assistance
- Generous occupational sick pay, maternity/paternity provision and family-friendly policies

### Financial, Lifestyle & Community Benefits

- Cycle to Work salary sacrifice scheme
- Membership of the Teachers' Pension Scheme or Local Government Pension Scheme
- Opportunities to engage with the local community through fundraising and charity work
- The chance to contribute to trust-wide culture, innovation and school improvement





## About the Role

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

**Contract:** Permanent

**Reports to:** Leadership Link or SLT

**Salary:** MPS/UPS

**Start Date:** September 2026

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.

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# Job Description

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## 1) Professional Values & Ethos

Our teachers are the primary custodians of the Trust's mission, character through leadership and exemplify the ASPIRE values (Aspiration, Self-awareness, Professionalism, Integrity, Respect, Endeavour) in every action.

- Uphold and actively model the values, ethos, and moral purpose of the Great Schools Trust
- Demonstrate a clear passion for your subject and for improving life chances for young people
- Maintain high expectations of yourself, colleagues, and pupils at all times
- Treat colleagues, pupils, and families with professionalism, respect, and integrity
- Contribute positively to a culture of ambition, inclusivity, and mutual respect
- Act as a role model in conduct, language, and professional standards
- Commit fully to safeguarding and student welfare responsibilities

## 2) Teaching & Classroom Practice

- Deliver high-quality teaching aligned with Trust and departmental expectations
- Plan purposeful, well-sequenced lessons informed by long-term curriculum planning
- Adapt teaching to meet the needs of all learners, including SEND and disadvantaged pupils
- Use effective assessment strategies to check understanding and address misconceptions
- Create a calm, safe, and inclusive learning environment where all students can succeed
- Set and maintain high standards of behaviour for learning
- Ensure compliance with examination board specifications and statutory requirements

## 3) Curriculum & Department Contribution

- Contribute to curriculum design, resources, and schemes of work within your subject area
- Support the implementation of departmental improvement and development plans
- Ensure curriculum delivery reflects the academy's distinctive ethos and mission
- Share best practice and collaborate effectively with departmental colleagues
- Support enrichment, co-curricular, and wider learning opportunities where appropriate
- Engage constructively with faculty leadership and curriculum review processes

## 4) Assessment, Progress & Impact

- Monitor student progress using assessment data, homework, and wider evidence
- Provide timely, meaningful feedback that supports progress and achievement
- Respond proactively to underperformance through re-teaching and targeted intervention
- Reflect critically on student outcomes to improve teaching practice
- Communicate effectively with colleagues and parents regarding student progress
- Take responsibility for the progress and outcomes of students taught

## 5) Professional Development & Leadership

- Engage fully in ECT, induction, and statutory training programmes where applicable
- Participate actively in Trust-wide and academy CPD programmes
- Apply evidence-informed practice and learning theory to classroom teaching
- Welcome feedback as part of the Trust's people-centred leadership approach
- Take responsibility for ongoing professional growth and development
- Aspire to develop as a leader or master teacher to extend impact
- Support colleagues by sharing strengths and effective practice

## 6) Quality Assurance & Systems

- Participate in academy learning checks and quality assurance processes
- Contribute to effective quality systems such as assessment moderation or controlled tasks
- Use systems and processes consistently to maintain high academic standards
- Set and work towards improvement targets within your subject or practice
- Engage positively with performance and professional review processes
- Support a culture of continuous improvement and accountability

## 7) Safeguarding, Compliance & Professional Responsibilities

- Maintain an unwavering commitment to safeguarding and child protection
- Comply with all Trust policies, including behaviour, health & safety, and data protection
- Undergo enhanced DBS and barred list checks in line with statutory guidance
- Contribute to a culture of vigilance, safety, and care across the academy
- Act professionally in line with the Trust Code of Conduct at all times
- Fulfil wider professional duties reasonably required by the academy

## Person Specification

Category	Essential	Desirable
<b>Qualifications &amp; Experience</b>	<p>Qualified Teacher Status (QTS) or equivalent recognised teaching qualification.            A degree in a relevant subject area.            Experience of teaching in the relevant key stage or undertaking a recognised route into teaching.            Evidence of ongoing professional development in education and teaching practice.</p>	<p>Additional qualifications in specific subject areas or special educational needs (SEN).</p>
<b>Knowledge &amp; Understanding</b>	<p>Awareness of safeguarding procedures and commitment to promoting the welfare of young people.            Strong understanding of the national curriculum and assessment frameworks.            Knowledge of effective teaching and learning strategies.            Understanding of child development and how to support students' academic, social and emotional growth.            Familiarity with the use of technology to enhance teaching and learning.</p>	<p>Additional qualifications in specific subject areas or special educational needs (SEN).</p>
<b>Skills &amp; Attributes</b>	<p>Excellent classroom management skills that foster a positive and inclusive learning environment.            Strong written and verbal communication skills, with the ability to engage effectively with students, parents and colleagues.            Ability to plan, deliver and evaluate high-quality lessons that meet the needs of all students.            Effective use of assessment to monitor progress, provide feedback and inform future teaching.            Ability to work collaboratively as part of a team and contribute to the wider school community.            Ability to lead co-curricular activities or contribute to school initiatives.</p>	<p>Awareness of how to use data to drive improvements in student outcomes.</p>
<b>Personal Qualities</b>	<p>Passionate about education and committed to making a positive difference in students' lives.            Reflective and open to feedback, with a commitment to continuous professional improvement.            Resilient, adaptable and able to manage workload effectively in a dynamic school environment.            Strong sense of integrity, professionalism and alignment with the Trust's values and ethos.</p>	<p>Creative and innovative in approach to teaching and problem-solving.            Ability to build positive relationships with students and foster a love of learning.</p>
<b>Additional Requirements</b>	<p>Satisfactory completion of all pre-employment checks, including enhanced DBS clearance.            Compliance with the Trust Staff Communication and Social Media Policy.            Compliance with the School Code of Conduct.            Commitment to equality, diversity and inclusion in education.            Willingness to participate in and contribute to wider school events, meetings and professional development.</p>	<p>-</p>



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## How To Apply

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Submit your application via [Our Website](#)

For an informal conversation about the role or to arrange a tour of our academy, please contact our Operations Manager, Leigh-Ann McCracken at [l.mccracken@kingsphoenix.com](mailto:l.mccracken@kingsphoenix.com) or contact [0151 245 4968](tel:01512454968)

## Appointment, Compliance & Safeguarding

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### Appointment, Terms & Compliance

This appointment is made by the Local Academy Council on behalf of the Great Schools Trust. The Job Description forms part of the contract of employment and may be reviewed as the role or organisational needs change, following consultation. The Trust will make reasonable adjustments to support applicants and employees with disabilities.

The Trust is a licensed Skilled Worker Visa sponsor and may offer sponsorship subject to eligibility and the requirements of the role.

### Safeguarding & Pre-employment Checks

Great Schools Trust is committed to safeguarding and promoting the welfare of children and young people. All staff must share this commitment. As part of safer recruitment, interviews will explore motivation to work with children, ability to maintain professional boundaries, emotional resilience and attitudes to authority and behaviour management.

### Pre-Employment Checks

Any offer of employment is conditional upon the successful completion of the following:

- Proof of identity, address and right to work in the UK
- Two satisfactory references, including the most recent employer
- Verification of relevant qualifications
- Enhanced DBS check with barred list check
- Prohibition from teaching check
- Section 128 check (for management roles)
- Overseas police checks (where applicable)
- Occupational health clearance
- Satisfactory completion of the probationary period

### Ongoing Compliance

The postholder must comply with Trust policies, including the Staff Code of Conduct, Safeguarding and Child Protection Policy, and Staff Communication and Social Media Policy. Responsibilities may be reviewed periodically in line with Trust and academy priorities.



# KING'S LEADERSHIP PHOENIX ACADEMY

