

# Information for Applicants

Teacher of English  
Full Time  
Permanent  
MPS/UPS  
September 2026 start

Sherburn High School  
Garden Lane  
Sherburn In Elmet  
Leeds, LS25 6AS

Tel: 01977 682442  
Email: [admin@shs.starmat.uk](mailto:admin@shs.starmat.uk)

Headteacher: Mr Matt Gill



Dear Applicant,

I am delighted that you are considering joining *Team Sherburn*. This is an exciting opportunity for an ambitious and inspirational teacher who wants to join a school that places teaching, learning, and opportunity at the very heart of our mission.

At Sherburn High School, we believe profoundly in the power of education to transform lives. Outstanding teaching is our core business, and we know that meaningful school improvement is built, lesson by lesson, through strong relationships, high expectations, and an uncompromising focus on classroom excellence. We are seeking colleagues who share our passion for learning and who are driven to make a lasting difference for young people.

Our ethos is rooted in openness, integrity, and ambition. We do not pretend to have all the answers, but we are relentless in our pursuit of improvement and unwavering in our commitment to every student. This commitment is captured in our motto, “**Achievement for All**,” which is not an aspiration in name alone, but a moral purpose that guides our daily work and our long-term vision.

As an 11-18 school of nearly 1,000 students, Sherburn High School occupies a unique and powerful space: large enough to offer breadth, opportunity, and excellence, yet small enough to ensure that every student is known, supported, and challenged to succeed. Importantly, we are now entering a significant period of growth. Ongoing housing developments within our local community are leading to a steady and sustained increase in student numbers year on year. This growth brings both opportunity and ambition, as we expand our provision, strengthen our curriculum offer, and plan strategically for the future of the school.

We are immensely proud of our inclusive and welcoming culture, our strong student outcomes, and our reputation for high standards of conduct and care, which are non-negotiable and deeply embedded.

English holds a vital place within our curriculum and our wider school life. We believe passionately in developing confident, creative, and articulate young people, and we invest significantly in English alongside academic excellence. You will be joining an established, skilled, and committed team within a vibrant school community that values innovation, collaboration, and professional growth.

Sherburn High School is a place with momentum. Our students are enthusiastic, respectful, and a genuine pleasure to work with. Our staff are highly professional, supportive, and united by a shared determination to be better tomorrow than we are today. There is a tangible sense of pride, purpose, and aspiration that underpins everything we do.

We also benefit from strong partnerships with local schools and academies through our collaborative work and our membership of the Yorkshire Learning Trust, ensuring that we remain outward-facing, reflective, and informed by best practice.

Sherburn High School is fully committed to safeguarding and promoting the welfare of children and young people, and we expect all staff and volunteers to share this commitment.

If you are an ambitious teacher with a passion for English and a belief in the transformative power of education, we would be delighted to receive your application and welcome you to be part of the next stage of Sherburn High School's journey.

Yours sincerely,

Matt Gill

Headteacher  
Sherburn High School

## THE SELECTION PROCESS

If you wish to apply for the post of Teacher of English, then you should:

- Fully complete the online application form, ensuring all details are accurate and all declarations are signed. Please ensure you include details of **two** professional referees with one being your current employer (with email addresses). If you are currently working in a school please ensure one of your referees is your current Headteacher. **Do not enclose additional CVs.**
- In your application please address how your experience to date best fits you to the requirements of the following sections of the person specification:
  - Experience
  - Skills and Knowledge
  - Personal Qualities

The short-listing process will, in part, assess your ability to communicate effectively and accurately in the written word.

Your audience for your written work will be school staff and governors.

## Timeline for the Selection Process



*Achievement for all*

Closing time/date for applications	<b>Wednesday 25th February 2026 9am</b>
Invitation to interview by telephone/ Confirmation by email	<b>Thursday 26th February 2026</b>
Interview day	<b>Monday 2nd March 2026</b>

## Appendices

<b>1</b>	The School Vision and Values Statement
<b>2</b>	Job Description and Person Specification for the role of Teacher of English
<b>3</b>	English Team Information
<b>4</b>	Whole School Information
<b>5</b>	Local Area Information

## Appendix 1: The School Visions and Values Statement

### Sherburn High School Aims & Vision

Our core aim is **Achievement for All**. We define achievement as every student and adult growing, succeeding and fulfilling their potential in whatever they pursue. This is underpinned by our core values of **ambition, respect and community**, which permeate every aspect of school life and ensure that Achievement for All is not just an aspiration, but an expectation.

Yorkshire Learning Trust Values that underpin the aims and vision for Sherburn High School.

#### Our Values



##### ***Inclusion***

We ensure that every child and young person feels like they truly belong, as they are supported to overcome any barriers to success.

##### ***Aspiration***

We nurture the personal and academic growth of all pupils and staff, providing them with the tools and high expectations they need to excel in all aspects of life.

##### ***Collaboration***

We promote a culture of collaboration across all our schools, ensuring that every member of our community is able to share challenges and triumphs.

##### ***Integrity***

We operate with transparency in everything we do, guided by our commitment to serving the community responsibly.

All Trust partner schools offer their students the following opportunities to develop:

Themselves to become:	Their ability to interact with others and contribute positively to society to become:	The knowledge and skills which will equip them for life, with an entitlement to:
<ul style="list-style-type: none"> <li>Physically and mentally healthy</li> <li>Informed risk takers, problem solvers and critical thinkers</li> <li>Articulate communicators</li> <li>Reflective, resilient and able to self-regulate</li> </ul>	<ul style="list-style-type: none"> <li>Tolerant and respectful of others: different people, places and cultures</li> <li>Responsible, aware and engaged citizens: locally, nationally and globally</li> <li>Able to develop appropriate and successful relationships</li> </ul>	<ul style="list-style-type: none"> <li>Develop mathematical fluency and essential literacy skills</li> <li>Be taught a broad, rich and age appropriate programme of study in every subject</li> <li>Stimulating and exciting learning experiences both within and beyond the 'classroom'</li> <li>Opportunities to take part in sport, performance and other creative activities</li> <li>Careers education and guidance</li> </ul>

## Appendix 2a: Job Description

**JOB TITLE:** Teacher of English

**GRADE:** MPS/UPS

**RESPONSIBLE TO:** Curriculum Leader of English

**RESPONSIBLE FOR:** Support staff allocated to teaching groups (where applicable)

**JOB PURPOSE:** Promote effective learning, appropriate achievement and educational, social and personal progress of all students for whom the teacher is designated as being responsible, consistent with the aims of the school and the unique needs of each individual.

ACCOUNTABILITIES / MAIN RESPONSIBILITIES	
<b>General Responsibilities</b>	<ul style="list-style-type: none"><li>• Develop and maintain an up-to-date knowledge and understanding of the areas of teaching and student support for which post-holder is responsible</li><li>• Plan work to meet the learning needs of allocated students in a consistent and effective way</li><li>• Use appropriate teaching and classroom management strategies to motivate students and enable each to progress</li><li>• Monitor the progress of students for whom the postholder is responsible to set expectations and give constructive feedback</li><li>• Maintain appropriate records to demonstrate progress made by students</li><li>• Participate fully in professional development activities to develop practice further, sharing the learning from these as appropriate</li><li>• Make an active contribution to the policies and aspirations of the school</li><li>• To promote and safeguard the health and wellbeing of students through knowledge and understanding of appropriate school policies e.g. Child Protection</li><li>• Have responsibility for good working practices including health and safety</li><li>• Ensure services are delivered in accordance with the aims of the equality Policy Statement</li><li>• Develop own and team members' understanding of equality issues</li></ul>
<b>Sharing information</b>	<ul style="list-style-type: none"><li>• Share information confidentially about young people with teachers and other professionals as required.</li><li>• Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality.</li></ul>
<b>Safeguarding and Promoting the Welfare of Children/Young People</b>	<ul style="list-style-type: none"><li>• Understand that different confidentiality procedures may apply in different contexts.</li><li>• Be responsible for promoting and safeguarding the welfare of young people in line with policy and legislation, raising concerns as appropriate.</li></ul>
<b>Administration/ Other</b>	<ul style="list-style-type: none"><li>• Participate fully in professional development activities to develop practice further, sharing the learning from these as appropriate.</li><li>• Make an active contribution to the policies and aspirations of the school</li></ul>

	<ul style="list-style-type: none"> <li>• To fulfil all of the requirements and duties set out in the current School Teachers Pay and Conditions document relation to the conditions of employment of teachers.</li> <li>• To embrace any performance criteria or targets arising from the School's Teacher Appraisal arrangements</li> <li>• To undertake additional duties which may be reasonably assigned from time to time by the Headteacher or other Senior Leader.</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>• Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.</li> <li>• Work with colleagues and others to maintain health, safety and welfare within the working environment</li> </ul>
<b>Data Protection</b>	<ul style="list-style-type: none"> <li>• To comply with the Trusts policies and supporting documentation in relation to Information Governance this includes Data Protection, Information Security and Confidentiality.</li> </ul>
<b>Equalities</b>	<ul style="list-style-type: none"> <li>• Develop own and team members' understanding of equality issues.</li> <li>• Promote inclusion and acceptance of all young people and staff.</li> <li>• Within their own area of responsibility, work in accordance with the aims of the Equality policy, treating people with respect for their diversity, culture and values.</li> </ul>
<b>Customer Service</b>	<ul style="list-style-type: none"> <li>• The Trust requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment</li> <li>• The Trust requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values.</li> </ul>

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Whilst this job outline provides a summary of the post, it is not a comprehensive list or description and the job will evolve to meet changing circumstances. Such changes would be commensurate with the grading and conditions of service of the post and would be subject to discussion and consultation. All staff are required to comply with the school's policies, procedures and ethos.

Elements of the Job Description may be re-negotiated at the request of either party and with the agreement of both. The post holder may, in addition, be asked to carry out other reasonable duties within the MAT, (which could involve working at other schools), as may be required for the benefit of the school and the students' education and well-being.

In relation to Data Protection, Information Security and Confidentiality, all staff are required to comply with the school's policies and supporting documentation in respect of these issues.

**SIGNED .....** **POST HOLDER**

**NAME & DATE .....**

**SIGNED .....** **LINE MANAGER**

**NAME & DATE .....**



## Appendix 2b: Person Specifications

Job Title: Teacher of English

Essential on appointment	Desirable on appointment
<b>Qualifications and Training</b>	
<ul style="list-style-type: none"> <li>• A good honours degree</li> <li>• QTS</li> <li>• Recent professional development relevant to your responsibilities in this role</li> </ul>	
<b>Experience</b>	
<ul style="list-style-type: none"> <li>• Proven experience in the delivery of high quality education</li> <li>• Experience of working as part of a school team developing whole school policies</li> </ul>	<ul style="list-style-type: none"> <li>• To have successfully taught English and Media across the age and ability range, up to A-level</li> </ul>
<b>Skills and Knowledge</b>	
<ul style="list-style-type: none"> <li>• Knowledge of current educational thinking regarding raising achievement through learning and teaching styles</li> <li>• An understanding of the agenda for safeguarding and promoting the welfare of young people</li> <li>• Knowledge and understanding of behaviour management strategies</li> <li>• A strong commitment to the vision of the school</li> <li>• The ability to build strong relationships with young people</li> <li>• The ability to secure behaviour for learning through appropriate strategies and quality teaching</li> <li>• The ability to work effectively within a team and as an individual</li> <li>• The ability to communicate effectively with staff, students and parents</li> <li>• Energy and enthusiasm</li> <li>• Emotional intelligence</li> <li>• Ability to contribute to the wider life of school</li> </ul>	
<b>Personal Qualities</b>	
<ul style="list-style-type: none"> <li>• Sense of humour</li> <li>• A commitment to raising student achievement at all levels and supporting the aims of the school</li> </ul>	
<b>Other Requirements</b>	
<ul style="list-style-type: none"> <li>• Enhanced DBS clearance</li> <li>• Commitment to the school's policies and ethos</li> <li>• Commitment to Continuing Professional Development</li> <li>• Motivation to work with children and young people</li> </ul>	

<ul style="list-style-type: none"> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> </ul>	
<b>Equal Opportunities</b>	
<ul style="list-style-type: none"> <li>• To assist in ensuring the Trusts Equalities policy is considered within the school's working practices in terms of both employment and service delivery.</li> </ul>	

## Appendix 3: English and Media Department Information

The English and Media department is a popular and thriving area of Sherburn High School. We pride ourselves on the great relationships we build with our students and colleagues and are looking to recruit a talented teacher to join our team.

We boast strong, and continually improving results that have grown through our ever-evolving curriculum. Teamwork is at the core of our ethos as a department, ensuring that we continue to deliver a curriculum that is fit-for-purpose and meets the needs of our students. We understand that students are individuals and a one-size-fits-all approach can be restrictive for staff. As a result, we have developed a well-resourced, collaborative curriculum that allows staff to explore their own interests and passions deeply, whilst also maintaining consistent benchmarks and promoting progress for students.

We are fortunate to have a large team in the English department, supported by a number of staff who fulfill other senior roles in the school. This allows us to call on a wide range of expertise and continue to develop as professionals; often utilising our department time for department-led CPD.

Our KS3 curriculum reinforces learning from KS2 and begins to prepare students for GCSE and A-Level, without losing the creativity and joy that comes from studying English. Our curriculum strives to inspire students whilst developing their core skills in reading, writing and oracy. We are supported through our journey at KS3 by our Learning Resource Centre Manager who enhances our opportunities to enjoy all things English outside of the classroom. As a school, we have also dedicated considerable resources to supporting students to meet age-related expectations in their reading, through a strategic intervention programme led by our learning support team.

In Year 10 and Year 11, all students study the AQA English Language and AQA English Literature GCSE specifications. Our chosen texts include: A Christmas Carol, An Inspector Calls, Macbeth, and the Power and Conflict Poetry Anthology. Students are supported in their literature studies with their own copies of the set texts, as well as a range of resources for revision and exam practice across both disciplines.

At KS5 we offer A-Level English Language (AQA specification) and A-Level Media Studies (Eduqas specification). These subjects have proven increasingly popular for students and allow for deeper understanding of the world around us. Our KS5 subjects are part of our collaborative offer, with a good uptake of students from Tadcaster Grammar School joining us for our studies.

Our department is well resourced with dedicated teaching rooms for English staff, a Media teaching room with ICT facilities and software, and a dedicated workroom. Teachers continue to have their own classrooms and can utilise the space to work for them. We are fortunate to have a well-stocked Learning Resource Centre and five ICT suits around the school we can book for learning.

We are looking for applicants who can inspire and motivate our students to strive for success and join our dedicated team of teachers.

## Appendix 4: Whole School Information



### **Teaching and Learning**

Here at Sherburn High School we aim to ensure that our classrooms are places where thinking, questioning, predicting, contradicting and doubting is actively encouraged. We believe in quality first teaching where subject experts guide students through their learning. We reinforce literacy in every lesson and we are passionate about providing regular feedback that will help students understand how to improve their work. We are a thriving group of teachers who are passionate about remaining at the cutting edge of new ideas and we recognise that regular training is key to success.

### **Assessment, recording and reporting**

Whilst at Sherburn High School, students receive at least three regular data rich reports per year to show how they are progressing in all their subject areas. Students are set aspirational targets that provide challenge and set high expectations. Reports are communicated to parents and students on a termly basis. This allows staff to plan effective intervention and support and ensures students remain focussed and on course to achieve their potential.

### **Care, Support and Guidance**

In order to care, guide and support students we promote good behaviour for learning and have consistently implemented sanctions. We ensure that all students have a range of adults / peers within and beyond school to support them. Our tutoring system provides opportunities for high quality teaching of our Personal Development curriculum and an opportunity to build our House system.

Parents are ensured continuity of care, with Heads of Year moving up the school with their year group. The pastoral system also promotes student leadership with increased roles and responsibilities for students. The tutorial system develops relationships with the community via a structured system of links, competition and rewards to promote a sense of identity for all students within and outside of school. The work of our student leaders is also fundamental, with a strategic plan for consultation on key issues and subsequent feedback.

### **Curriculum**

Our curriculum provides planned and structured progression for students from joining us in Year 7 through to when they move onto higher or further education, or the world of apprenticeships and employment at 16 or 18.

We have balanced subject content at Key Stage 3, providing a broad base of skills and knowledge that meets the requirements of the National Curriculum. Groupings enable students to work at a pace best suited to their individual rate of progress and provide appropriate pace and challenge as students progress through school. There is a strong emphasis and time allocation towards English and Maths ensuring students have the skills to complement other areas of the curriculum and build the foundations for lifelong learning.

In Year 9 students begin their GCSE studies, following a three year route, which provides challenge and depth of study. All students follow Mathematics, English Language and Literature and Science. Students opt for four further subjects from a broad pool of subjects, including the Creative subjects. At both KS3 and KS4, we ensure that there are progressive programmes of study for personal, religious, enterprise and health education along with citizenship and career planning. All students follow a comprehensive PE programme combining both the traditional sports with the opportunity to experience some of the less familiar sports.

## **Provision for students with Special Educational Needs**

All students are taught in mainstream classes and are supported by teaching assistants through a variety of provisions including one to one, class support, small groups and interventions. We have expertise in providing personalised programmes to meet the needs of vulnerable children, particularly those with Dyslexia and those on the Autism spectrum, as well as in many other areas. Because of the relatively small size of the school, we know our students very well.

## **Sixth Form**

Sherburn High School's Sixth Form provides students valuable continuity in their learning.

Our curriculum leads to nationally recognised Advanced Level 3 and Level 2 qualifications. Where possible, we aim to tailor our timetable to the demands of individual students. The range and combination of courses on offer to students extends through our Post 16 collaboration with Tadcaster Grammar School (Law, Economics, Drama and Theatre Studies, Sociology and Philosophy and Ethics).

All Sixth Form students have their own personal tutor, who provides them with guidance and support to University, apprenticeships, or employment. Tutors will strategically monitor student progress and deliver a comprehensive tutorial programme.

We aim to develop independent, responsive and creative students who have transferable skills beyond the school environment. Our success is built on a three-way partnership, with the individual student at the centre supported in their studies by home and school.

## **Facilities**

The school has eight fully equipped ICT rooms, used extensively by all curriculum areas. All teaching rooms are equipped with LCD projectors for interactive white boards.

In addition, there is an Information Centre (which includes the library and Internet access), student social areas, a main hall with stage, drama studio and a multimedia lecture theatre. A Post-16 Centre incorporating teaching rooms, social spaces and private study rooms are also available.

Extensive playing fields, a full-sized 4G pitch and a gym allow a wide range of sports to be played, including football, hockey, netball, rugby and tennis. Our facilities alongside our new changing rooms allow for community use of our facilities beyond the school day.

## **Extra Curricular Activities**

Extra-curricular activities are many and varied; they include numerous performing arts productions, sport and art. The school encourages residential and field trips. Foreign visits and student exchanges occur annually including a Post 16 trip to Iceland, a visit to Lille, a "Language Immersion" trip near Paris, watersports in the Ardeche, survival skills at the Bushcraft camp trip and Skiing trip.

## **Professional Support and Development**

We believe that the school's greatest asset is the quality of our staff. Consequently, we place particular emphasis on continuing professional development. New teachers joining the school can expect to receive considerable support from their curriculum leaders and members of the senior leadership team.

## **Administration Team**

The finance and admin team support all aspects of school life and are a vital service to the smooth running of the school. The school has a general office and visitor reception, student reception, finance office and personnel office. Responsibilities covered are reception duties, general admin,

supply cover for teachers, student attendance monitoring, Parentpay, school finance, HR and payroll.

### **Safeguarding Children**

The school is committed to safeguarding and promoting the welfare of all its students.

We have a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment at the school, a copy is on our website at [www.sherburnhigh.co.uk](http://www.sherburnhigh.co.uk).

In relation to this appointment process, you should be aware that your referees will be asked the following question – “Are you aware of any child protection allegations or issues of a similar nature in relation to this person? If so please provide details”.

At interview all candidates will be asked if there have been any allegations or issues raised against them by children and, if so, the outcome of them.

All employees must have enhanced DBS checks prior to starting work. We also conduct online searches on all shortlisted candidates.

### **Examination Results**

We are very proud of our students' achievements at the end of Key Stage 4 and Key Stage 5. Full details of public examination results can be viewed on [www.dcsf.gov.uk/performance](http://www.dcsf.gov.uk/performance) tables as well as on our website.

## Appendix 5: Local Area Information



### Local History

The school crest depicts the history of the area. The crimson discs on each of the five petals recall the Wars of the Roses, which reached a climax in the Battle of Towton nearby, in 1461. The other two discs bear the Archbishop's Mitre (the Archbishops of York once held the lands and power in Elmete) and the hound taken from the coat of arms of the Hungate family, the founders of the original grammar school in Sherburn-in-Elmet.

### The Area

Sherburn-in-Elmet is an ideal commuter village situated close to the A1 and A64 and therefore within easy travelling distance of Castleford (6 miles), Leeds (14 miles), Selby (8 miles) and York (15 miles).

Sherburn-in-Elmet has a thriving industrial estate on the outskirts of the village, which is good for local employment. Children attend the school from villages in the locality extending from Saxton in the North to Kellington in the South.

In addition to a good academic record, there is also a well-developed community spirit within the school and many links have been forged with the local community.

Thank you again for your interest in the post.