

TEACHER OF ENGLISH

Application Pack

Deadline: 9th July 2026 at 12pm



Dear Colleague

Thank you for your interest in Edgar Wood Academy.

Edgar Wood Academy opened its doors in 2021 after being commissioned by the DfE to serve the community of Middleton and Heywood. Helping our students realise their potential lies at the heart of everything we do by adhering to our values of Resilience, Empathy, Responsibility and Respect.

We are proud to be part of Altus Education Partnership Trust and are driven to fulfil our mission and vision:

OUR MISSION

To advance education in the borough of Rochdale and its surrounds so that young people lead happy and fulfilling lives and make positive differences to their communities and society.

OUR VISION

To create an inclusive and cohesive system of education in the area that improves the lives of everyone in the borough

Our staff are integral to realising this, and therefore it is my aim as headteacher to ensure that we work as a team, look after each other, and ensure that Edgar Wood is a fulfilling place to work. We are looking for staff who will help us to make a positive difference to the lives of young people in the borough. In return, we promise a supportive and enjoyable working environment, and the resources needed to carry out the role to the highest standards.

Should you decide to apply to Edgar Wood it is important that you know that this is the right place to take the next step in your career, and therefore visits to our academy prior to application are encouraged.

I am incredibly excited and privileged to be the Headteacher at Edgar Wood Academy and together, we will work hard to ensure that we deliver a world-class education to the students and community we are proud to serve.

Yours sincerely



Paul Jones
Headteacher

Making Your Application

I hope that when you read this Application Pack you are inspired to apply for the post. If you are, then this is what you need to do:

Application

- To apply, please visit our website and apply through **My New Term**.
- Our website: [Our Vacancies - Altus Education Partnership](#)
- Provide a supporting statement of no more than two sides of A4, addressing the criteria in the person specification.

If you would like to arrange an informal chat or a visit to the school, please contact recruitment@altusep.com.

Deadline

The deadline for the post is **Thursday 9th July 2026** to arrive no later than 12.00 midday.

Interviews are to be held on **Tuesday 14th July 2026**.

Shortlisting

We will unfortunately be unable to notify candidates who are not on the shortlist; therefore, if you have not heard from us your application has been unsuccessful on this occasion.

Salary

The post will be paid on the Main/Upper Teacher Pay Scale.

Start Date

September 2026

For an Application Pack

1. Visit www.altusep.com
2. Contact HR: recruitment@altusep.com
3. Telephone 01706 769836

Altus EDUCATION Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974.

In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates.

Background Information

Edgar Wood Academy

Edgar Wood Academy is an 11-16 year old state-funded secondary school. Working closely with Rochdale Borough Council to meet the estimated shortfall of secondary school places, we opened our doors to welcome year 7 children from the areas of Middleton and Heywood in September 2021.

From September 2022, students at Edgar Wood Academy were the first to experience our new school building on Heywood Old Road, Heywood, with its modern state-of-the-art facilities, designed to allow them to flourish academically, culturally and artistically.

Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises five academies, including ourselves. The other four academies are:

- **Rochdale Sixth Form College**, opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has dramatically raised achievement in the area and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly ranks among the highest performing colleges in the country in both the DfE's Performance Tables and the National Achievement Rate Tables.
- **Kingsway Park High School** is an Ofsted-rated Good school with a strong track record of providing students with an excellent education. The Academy recently benefitted from a new teaching block, which opened in late 2024.
- **Bamford Academy** is an Ofsted-rated Good primary school providing a caring and nurturing environment. It is a popular first choice for many families in the area.
- **Caldershaw Primary School** joined the Trust on 1 July 2025. It is Ofsted Outstanding and one of the most oversubscribed primary schools in Greater Manchester.

Altus is on the cusp of further growth, with three additional schools currently considering academisation in the autumn term.

We also benefit from strong local partnerships. Most notably, and uniquely within the post-16 sector, Altus has a Memorandum of Understanding with Hopwood Hall College, coordinating curriculum and supporting seamless transition for students into post-16 education.

Role Description:

Job Title:	Teacher of English (Suitable for ECTs)
Reports to:	Head of Department
Remuneration:	Main/Upper Teacher Pay Scale
Contract:	Full-time, Permanent
Start Date:	September 2026

Teacher of English

Key Focus: Maximise Students' Achievements

All staff are fully expected to contribute to the shared objective of maximising students' achievements and to the achievement of Edgar Wood Academy (EWA).

As a Teacher of English, you will inspire and equip students with the knowledge, skills, and ambition to succeed in an ever-changing modern world. This post is suitable for Early Career Teachers (ECTs), and appropriate support and mentoring will be provided.

Primary Purpose

Our core mission is to help every student realise their academic potential. Through English, we develop students' literacy, communication, analytical and critical thinking skills, enabling them to engage with a wide range of texts, ideas and perspectives.

We believe every young person can succeed and are committed to fostering a culture of high expectations, motivation, and aspiration, providing students with the knowledge and skills to thrive in the future.

Teaching Duties and Responsibilities

- Plan and deliver high-quality lessons across the English curriculum in line with the relevant GCSE specifications (e.g., AQA/Edexcel).
- Teach core English concepts, ensuring students develop a strong foundation in language, literature, communication and analytical skills.
- Deliver engaging and inclusive lessons that promote discussion, analysis, creativity and independent learning.
- Use a variety of engaging teaching strategies that bring English to life and encourage curiosity and independent thinking.
- Differentiate lessons to support and challenge all learners, including those with special educational needs.
- Embed literacy, oracy, vocabulary development and critical thinking skills into teaching.
- Promote a love of reading and literature, encouraging students to engage with a diverse range of texts and authors.
- Use assessment for learning techniques to monitor progress and adjust teaching plans

accordingly.

- Ensure students are fully prepared for their GCSE examinations through regular practice assessments and targeted intervention.
- Mark and assess students' work regularly in line with school policies, providing clear feedback that identifies next steps for improvement.
- Maintain accurate records of students' attendance, achievement, and progress.
- Promote high standards of behaviour, engagement, and ambition within the classroom.
- Collaborate with colleagues to develop and improve schemes of learning and resources.
- Support whole-school literacy initiatives and contribute to improving students' reading, writing and spoken communication skills.
- Contribute to enrichment activities such as reading clubs, trips, competitions, theatre visits, and English-related events.

Additional Responsibilities

- Actively promote English as a subject of choice within the school, encouraging high uptake at GCSE level.
- Support the development and review of the curriculum to ensure it remains relevant, dynamic, and challenging.
- Attend subject meetings, parent/carer consultation evenings, and contribute to faculty improvement plans.
- Engage fully in professional development to maintain up-to-date subject knowledge and awareness of educational best practice.

General Expectations

- Be an ambassador for Edgar Wood Academy, modelling the school's core values of Resilience, Empathy and Responsibility.
- Maintain high standards of professionalism, ethics, attendance, and punctuality.
- Respond promptly and professionally to unplanned situations and support the smooth running of the school.
- Undertake any reasonable additional duties as directed by the Headteacher or Senior Leadership Team.

Whole-School Contribution

- Play an active role in the wider life of the school, including participation in duty rotas, enrichment activities, and whole-school events such as open evening.

Health and Safety

- Ensure that all lessons and learning activities are conducted in a safe, healthy and supportive environment in line with school policies.
- Adhere to all school safety procedures and risk assessments.
- Promote safeguarding and the welfare of students at all times.

Professional Development

- Reflect on personal practice and engage in continuous professional learning.
- Participate fully in appraisal procedures and use feedback to improve professional practice.

Personal and Professional Conduct

- Uphold public trust in the education profession through high standards of conduct, behaviour, and integrity.
- Demonstrate a commitment to promoting equality, celebrating diversity, and respecting all individuals.
- Any other reasonable duties as required by the Line Manager, Headteacher, or Senior Leadership Team.

This job description is subject to review and may be amended to meet the evolving needs of Edgar Wood Academy.

Other:

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. An Enhanced DBS check will be carried out on the successful candidate.
- The Trust is committed to equal opportunities for all.
- The successful candidate will be required to complete a satisfactory medical screening assessment and provide two satisfactory references, identity check and right to work.
- The terms and conditions are specified within the contract of employment.

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading. The person appointed will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.

Person Specification

		Assessed by:				
No.	CATEGORIES	App Form/ Letter	Interview	Teaching Exercise	Refs	Results Sheet
ESSENTIAL CRITERIA						
1.	A high-quality degree with English as the sole or significant focus	√				
2.	PGCE with QTS/ QTLS and membership with DfE or IfL or willingness to work Towards	√				
3.	A passion for teaching the subject	√	√	√	√	
4.	Ability to engage with students, inspiring learning & promoting success	√	√	√	√	
5.	Very good classroom practitioner	√	√	√	√	
6.	Ability to devise new resources for learning	√	√	√	√	
7.	Knowledge of active learning and teaching styles	√	√	√	√	
8.	Evidence of dynamic and innovative practice	√	√	√	√	
9.	Either – successful teaching placement (<i>applicants currently in training</i>) OR successful record of teaching including very good exam results in one or more of KS4	√			√	√
10.	Commitment to learning and teaching as first priority	√	√		√	
11.	Competence in the use of ICT	√	√		√	
12.	Ability to contribute positively to teams, share ideas & develop resources co-operatively	√			√	
13.	Ability to be adaptable & flexible	√	√		√	
14.	Effective inter-personal & communication skills	√	√	√	√	
15.	Commitment to valuing the individual and boosting their self-belief and worth – <i>an unconditional positive regard for young people</i>	√	√		√	

16.	Commitment to high standards & expectations – no accepting of second best in students and staff	√	√		√	
17.	Commitment to professional learning & institutional improvement	√	√		√	
18.	Commitment to high professional & personal standards of work & conduct	√	√		√	
19.	Determination to promote equality of opportunity		√		√	
20.	Ability to offer enrichment & contribute to wider college life	√	√		√	
21.	Commitment to professionalism, sharing, teamwork & collaboration	√	√		√	
22.	Commitment to enjoying work!		√			
DESIRABLE CRITERIA						
23.	Able to use interactive ICT systems for learning and teaching	√	√		√	
24.	Experience of examining subject	√				
PERSONAL CHARACTERISTICS - ESSENTIAL						
25.	An unwavering commitment to the Altus Education Partnership's vision, mission and values	√	√			
26.	Willing to be accountable and to take personal responsibility for own actions	√	√			
27.	Resilience and the ability to grow professionally and flexibly within a start- up and developing organisation	√	√			



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WOOD**
academy

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