



HATHERSHAW
COLLEGE

Applicant Pack



Teacher of English

PROUD
TO BE
PART OF

THE
Pinnacle
LEARNING TRUST

www.pinnaclelearningtrust.org.uk



Welcome from the HR Central Services Team

We are delighted you have expressed interest in a vacancy with The Pinnacle Learning Trust. Please take the time to read the 'Join the Pinnacle Learning Trust' booklet available from our website, in order to understand the benefits of working for our trust and how you might support us in achieving our vision and values.

Should you have any questions regarding the position or the application form, please contact the Human Resources Department for assistance on 0161 287 8001.

Please ensure you submit your application by the closing date stated in the advert.

We cannot accept information held on CVs and therefore your application and accompanying statement must show all information about yourself and how you meet our requirements. The job description and person specification will assist you with this. Please provide a day-time contact number on your application form.

You should remember to include information on all your previous employment roles and qualifications gained from secondary school onwards, covering any gaps in employment which are longer than 2 months, detailing what you were doing during that time.

For teaching roles, please provide your results from the last three academic years, where available, together with your application form.

In the meantime, may we take this opportunity to thank you for your interest in working with us and we look forward to receiving your completed application.

Best regards,
HR Team

*If you require this or any of the documents in an alternate format please contact a member of the Human Resources Department.



Faculty of English

As a founding partner in establishing The Pinnacle Learning Trust, the values and ethos of The Hathershaw College are closely aligned with those of the trust as we continue to shape and develop our work to improve the life chances for young people in Oldham and the local area www.pinnaclelearningtrust.org.uk

The English Faculty consists of a curriculum leader, 2 raising standards leaders and six other specialist teachers. Within this team there is a key stage lead, a teacher of drama and a teacher of media studies. The faculty work collaboratively, supporting one another to maximise effective learning. We are passionate about developing a love of English language and literature in our students and providing them with the best opportunity for success to maximise their life chances.

As a core faculty we are extremely well supported by the principal and senior leadership team, utilising expertise both within and outside of the college. This year we have benefited from some excellent professional development provided by previous senior examiners.

Teachers have their own classroom and the English faculty have their own staff workroom to support a team ethos and collaboration. Classrooms are equipped with PC's, smart boards and visualisers. Staff are also given a staff laptop.

Key stage 3 has a 3-year delivery model which follows the national curriculum. At key stage 4 we deliver AQA English language and AQA English literature. Students are entered for both qualifications at the end of Year 11.

We have high expectations of our students and strive to achieve the highest possible standards for all. We celebrate students' achievement at all levels of ability by means of a wide range of reward schemes. We adopt a proactive approach to intervention and use data to track pupil progress; which enables all members of staff to maintain a clear picture of the progress of individuals.

Successful applicants will join a diligent and supportive team who are committed to providing the students of The Hathershaw College with the very best education.

If you have a passion for providing the very best for young people, to improve their life chances, then we look forward to hearing from you.

If you would like to discuss the role further, in the first instance please contact Vicki Sainsbury, PA to the Principal (on 0161 770 8514 or vs@hathershaw.org.uk).

Job Description & Person Specification

Purpose of the post: Teacher of English

Summary of Main Duties and Responsibilities

Core Purpose:

- To teach students assigned to the teacher and to ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs.
- To contribute to continuing to raise standards of student attainment.
- To monitor and assess student progress to improve their quality of learning and personal growth
- To undertake the duties of a Form Tutor when required to do so in accordance with the role description
- To undertake the duties and responsibilities specified by the current STPC document.

Core responsibilities:

- To assist in the development of appropriate medium term plans, resources, feedback policies and teaching strategies in the department and contribute to the improvement plan and its implementation.
- To take part in the school's professional development programme and apply learning from it to your own role.
- To actively engage in our staff development and improvement policy (previously referred to as performance management).
- To ensure the effective deployment of classroom support.
- To be involved in internal quality assurance processes.
- To maintain appropriate records and to provide relevant accurate and up-to-date information for assessment and registers.
- To take part in marketing and liaison activities such as open evenings and parents' evenings.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate, as appropriate, with the parents of students and with external agencies concerned with the welfare of individual students, after consultation with the appropriate staff.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To teach students according to their educational needs.
- To set work and provide feedback as required in line with the relevant policy.
- To assess record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- Be responsible for the condition of the teaching space used and report any damage to fixtures or fittings to the curriculum leader.
- Attend departmental meetings for those subjects to which a contribution is made as a teacher, and any other meetings as reasonably directed by the Principal.

- Consult with pastoral colleagues over individual students and co-operate in any agreed courses of action.
- Attend appropriate parents' evenings, well prepared to discuss the work and progress of students with parents.
- Ensure the appropriate care of text and exercise books and expect a high standard of presentation in written work at all times.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To actively promote the school and trust's corporate policies.
- To continue personal development as agreed.
- To comply with the trust's safeguarding policies, contributing to the culture of safeguarding in the school.

Requirements of All Trust Staff:

- To promote and uphold the Trust Mission Statement, values and strategic aims and objectives.
- To comply with the Academy and Trust's policies and procedures, including those relating to health and safety, safeguarding, welfare and security.
- To work positively and inclusively with colleagues, students, parents and other partners regardless of their gender, ethnicity, sexuality, age or disability.
- To attend briefings and staff meetings as required.
- To participate in the Performance Management Review scheme and undertake professional development and training as required.
- To be a positive role model and take responsibility for promoting good standards of behaviour and conduct in students.
- To undertake other duties that are in accordance with the purpose and grade of the post as agreed with the Principal or designated alternate.

	Essential	Desirable	Method of Assessment
Education and Qualifications			
Qualified Teacher Status (QTS)	X		Application/Interview
Educated to degree level or equivalent in English or a English related subject	X		Application/Interview
Knowledge and Experience			
Proven success as a teacher of English within a secondary educational setting, including whilst training	X		Application/Interview
Knowledge of the English national curriculum	X		Application/Interview
Experience of teaching GCSE English, including whilst training	X		Application/Interview
Knowledge of the GCSE AQA English specification		X	Application/Interview
Experience teaching KS3 Drama		X	Application/Interview
Skills and Attributes			
Strategies for rising student achievement through effective teaching and learning.	X		Application/Interview
Ability to inspire, motivate, support and challenge students	X		Application/Interview
Use of assessment data to identify underachievement and plan teaching and learning.	X		Application/Interview
Demonstrate behaviour management skills	X		Application/Interview
Promote equality and inclusive practices	X		Application/Interview
Actively demonstrates a passion for the value of education	X		Application/Interview
Demonstrates honesty and integrity	X		Application/Interview
Self-motivated, enthusiastic and energetic	X		Application/Interview
Excellent communication and interpersonal skills	X		Application/Interview
Ability to develop and maintain effective working relationships	X		Application/Interview
Excellent organisational skills, prioritises and meets deadlines	X		Application/Interview
Set high expectations for students	X		Application/Interview
Demonstrate initiative and problem-solving skills	X		Application/Interview
Flexible and positive approach to new challenges and opportunities	X		Application/Interview
Excellent attendance and punctuality Record	X		Application/Interview
Resilient	X		Application/Interview

How To Apply

To apply, please click [here](#).

Additional Reasons to Join Us:

- Automatic enrolment into a Pension Scheme
- Various health and wellbeing benefits (including on site gym membership at Oldham Sixth Form College and The Hathershaw College)
- Employee Assistance Programme, offering health and wellbeing services
- Laptop/Chromebook allocated to teachers and support staff (if required)
- Cycle to work schemes available
- Free on-site parking
- Excellent opportunities for CPD and career development

Please see our Join The Pinnacle Learning Trust booklet for more reasons to work for the Pinnacle Learning Trust.

Commitment to Safeguarding

The Pinnacle Learning Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment. Applicants must be willing to undergo pre-employment checks. Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced Disclosure and Barring Service (DBS) check. The Pinnacle Learning Trust is an Equal Opportunities Employer and welcomes applications from underrepresented groups and ethnic minorities.

“Educational organisations can often have a culture that is somewhat bureaucratic and punitive, but our trust isn’t like that. We have a human side, which we show in abundance, and we really support each other. Things like behaviour management, for example, are a team effort - no-one is just left on their own.”

Rebekah Sutcliffe, Trustee and former senior police officer and director in local government

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**To find out
more or to
apply:**

pinnaclelearningtrust.org.uk
hr@pinnaclelearningtrust.org.uk

0161 287 8001

