



RECRUITMENT PACK

English Teacher

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WELCOME FROM CLAIRE HUNT, HEADTEACHER

Dear Applicant,

Thank you for your interest in joining St Augustine's. It is a privilege to introduce our school and to share with you what makes our community such a special place to work, learn and grow.

St Augustine's is a vibrant and outward-looking Catholic school rooted in Gospel values and the teachings of the Church. Christ is placed at the centre of all that we do, shaping a culture built on humility, compassion and recognition of the dignity of every individual. Our mission is lived out daily through our commitment to act humbly, love tenderly and seek God in all things.

We are proud of our strong reputation for high standards, excellent behaviour and exceptional pastoral care. Our pupils are ambitious, enthusiastic and deeply committed to their learning, and they are supported by a dedicated team of staff who work tirelessly to help every child fulfil their God-given potential. Our curriculum is broad, balanced and inclusive, ensuring that all pupils — including those with additional needs — are known, nurtured and challenged.

Our Catholic life and mission shapes every aspect of school life. This was recognised by the Diocese of Salford, who judged the school to be outstanding in all areas, praising our leadership, our sense of community and the exceptional quality of pastoral support offered to our pupils. Ofsted has also affirmed the strength of our provision, highlighting the positive relationships, strong community spirit and the high levels of success our pupils achieve as they prepare for their next steps.

If you are considering joining us, I hope this recruitment pack provides a sense of the values, aspirations and culture that define our school. We are a welcoming, hardworking and supportive community, and we look forward to welcoming colleagues who share our commitment to excellence, faith and service.

Yours faithfully,

Claire Hunt

WELCOME FROM FRANCIS HINDLE, CHAIR OF THE BOARD OF GOVERNORS

Dear Applicant,

St Augustine's is an oversubscribed mixed 11-16 Roman Catholic High School. From our original intake of 450 pupils in 1963 we have grown steadily in popularity and are now one of the largest Catholic high schools in Lancashire. Our location is enviable. Surrounded by fields, with Pendle Hill as a backdrop, we enjoy a beautiful rural setting. Billington is a short walk from the ruined twelfth century Cistercian Abbey of Whalley, one of the most attractive villages in the Ribble Valley. The school is also a short drive away from the market town of Clitheroe, dominated by its little castle, and the Pendle villages associated with the seventeenth century witchcraft trials. The Ribble Valley is a lovely part of the world, often listed in the "Best Places to Live in the UK" surveys, and despite being largely rural, its population is rising.

The school has a large catchment area. We have ten partner primaries, four of which are small rural schools. Around 95% of the Year 6 pupils in our partner primaries move on to us. The socio-economic profile of our intake is diverse and reflects our comprehensive nature. In December 2022, St Augustine's joined the Romero Catholic Academy Trust, one of the three Multi Academy Trusts (MAT) established by the Salford Diocese. You can find out more at www.romerocat.com

If you are the successful candidate, you will be a welcome addition to our school. Our school website, www.sarchs.com, has a wealth of information about life at St Augustine's so do please take a look at it if you would like to learn more about our school.

Yours faithfully,

Francis Hindle

JOB ADVERT

ENGLISH TEACHER

PERMANENT/ FULL TIME

GRADE: M1- U3 (£32,916 - £51,048)

RESPONSIBLE TO: CURRICULUM LEADER ENGLISH

MAIN LOCATION: ST AUGUSTINE'S RC HIGH SCHOOL

REQUIRED TO COMMENCE 1ST SEPTEMBER 2026

St Augustine's RC High School is a large and friendly school, under the Trusteeship of the Salford Diocese and part of the Romero Catholic Academy Trust, which welcomes pupils of all Christian denominations and world faiths or no faith. Our community is one in which we aim for our pupils to be safe, happy and successful in a positive atmosphere where every person is known, valued and given the support and guidance they need while being excited by the challenges and opportunities before them.

The Governors of St Augustine's, together with the Romero Catholic Academy Trust Board of Directors, are seeking to appoint a motivated, passionate and skilled Teacher of English to join our dedicated team. This is an exciting opportunity to play a key role in shaping the lives of young people within a supportive Catholic community.

The ideal candidate will:

- Have a strong subject knowledge and a passion for English
- Demonstrate excellent classroom practice and effective behaviour management
- Be committed to raising attainment and ensuring progress for all pupils
- Be reflective, resilient and committed to ongoing professional development
- Share our commitment to safeguarding, inclusion, equality and pupil wellbeing

If you feel you have the right skills and attributes we are looking for, then we will be delighted to hear from you. Visits to the school are warmly welcomed and can be arranged by contacting the school office on **01254 823362** or **Head@sarchs.romerocat.com**.

If you wish to apply please do so via the My New Term platform following the link <https://mynewterm.com/jobs/149457/EDV-2026-SARCHSVA-12672>

We are committed to safeguarding and promoting the welfare of young people and expect all staff to share this commitment. The successful applicant will be subject to an Enhanced DBS check.

Closing Date	19 th March, 12pm
Shortlisting Date	23 rd March
Interview Date	W/C 30 th March

ENGLISH TEACHER

JOB DESCRIPTION

JOB PURPOSE

The post holder is required to meet the conditions laid out in the School Teachers' Pay and Conditions document and the Guidance on School Teachers' Pay and Conditions, particularly in the below areas:

- Professional Responsibilities
- Health, Safety and Well-being of pupils
- Professional Development
- Communication
- Working Time
- To carry out the functions of a teacher at St Augustine's in accordance with the stated aims and objectives of the school and the department and to contribute to departmental improvement in accordance with the aims of the School and Departmental Improvement Plans. These include the following list of duties and responsibilities, and any other duties as may reasonably be expected.

MAIN DUTIES AND RESPONSIBILITIES

Your duties and responsibilities will include:

PROFESSIONAL RESPONSIBILITIES

- Interact with young people colleagues, parents and other professionals in line with the school's values and mission statement.
- Plan, prepare and teach lessons according to pupils' educational needs, resulting in deep and substantial learning.
- Assess, record, and report on the development, progress and attainment of pupils assigned within the guidelines of the staff handbook and assessment policy of the school.
- Promote and facilitate the general progress and well-being of individual pupils in assigned groups providing appropriate educational guidance on matters relating to their subjects.
- Play a full role in maintaining and raising standards across the school, good pupil behaviour and efficient implementation of school policies and routines.
- Work closely with the Head of Faculty, taking advice and direction and give any reasonable support they need to plan and implement the English Curriculum and raise standards in the faculty. Attend and fully participate in Faculty and other meetings as requested by Head of Faculty and Senior Leaders.
- Contribute to Faculty curricular and extra-curricular activities.
- To take responsibility for own professional development, fully engaging in ECT, performance management and CPD to become an excellent teacher.

- To participate in department meetings, appropriate school development meetings and INSET.
- To participate in the school's appraisal arrangements.
- To adhere to the school's and department's Health and Safety policy and procedures.
- To be a Form Tutor of an assigned Form Tutor Group and to carry out related duties in accordance with the general job descriptions of a Tutor.
- Any other tasks that are reasonably requested within the area of responsibility.

QUALITY ASSURANCE

- Participate in arrangements for their own further training and professional development.
- To support quality assurance activities across school such as work scrutiny, learning walks, lesson observations and pupil voice.

COMMUNICATIONS

- To ensure effective communication with the parents with well-written reports, meetings and telephone calls when required.
- To play a full role in ensuring communication within school is clear and efficient.

TEACHING

- You are required to carry out the statutory duties of a schoolteacher as set out in your contract, striving for excellence at all times.

ADDITIONAL DUTIES

- The post hold will support the distinctive catholic mission and ethos of the school.

ENGLISH TEACHER

PERSON SPECIFICATION

Qualifications	Essential (E) Desirable (D)	Evidenced by: Application (A) Certificate (C) Interview (I) Test (T) Reference (R)
Qualifications and Training		
Qualified Teacher Status.	E	A
Good Degree in relevant subject.	E	A
PGCE or equivalent.	E	A
Further study EG Diploma, Masters or PHD.	D	A
Knowledge and Experience		
Proven track record of success as a teacher, as exemplified by good examination results; for trainees, evidence should consist of a positive placement reference.	E	A / I / R
Experience of teaching English across KS3 and 4 including GCSE classes.	E	A / I / R
Good subject knowledge and understanding of assessment strategies in English.	E	A / I / R
Up to date understanding of how children learn.	E	A / I / R
Good understanding of the principles of effective behaviour management.	E	A / I / R
Skills and Abilities		
Ability to engage all pupils, build strong relationships and inspire them to achieve in English.	E	A / I
Leadership potential – ability to inspire and influence colleagues.	D	A / I
Able to adapt the curriculum to meet the needs of all pupils including those with SEND and the more able.	E	A / I
Good interpersonal, organisational, presentational and IT skills.	E	A / I
Ability to work hard with competing deadlines, prioritising appropriately and maintaining good humour.	E	A / I
Personal Characteristics / other requirements		
To be interested in children as individuals, in how they learn and in their social, emotional and spiritual development.	E	A / I / R
To believe in the importance of teamwork and a collaborative approach and be able to build supportive working relationships with colleagues both within and outside the faculty.	E	A / I / R

To support senior leaders in identifying ways we can improve while accepting and supporting decisions and school policy.	E	A / I / R
Absolute commitment to safeguarding the welfare of children and young people.	E	A / I / R
Self-awareness: able to identify own areas of strength and areas for development.	E	A / I / R
Emotional intelligence: able to regulate own emotional responses and to empathise with others.	E	A / I / R
Can demonstrate strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision.	E	A / I / R
Commitment to supporting the school's Catholic ethos as expressed in our mission statement.	E	A / I / R
Other		
Commitment to safeguarding and protecting the welfare of children and young people	E	A/I
Commitment to equality and diversity	E	A
Commitment to health and safety	E	A
Essential car user	E	A
Note: We will always consider your references before confirming a job offer in writing		
Prepared by:	HR team	Date: 5 th March 2026



EQUAL OPPORTUNITIES

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

HEALTH AND SAFETY

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

SAFEGUARDING COMMITMENT

The Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure. An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

ATTENDANCE

Good attendance enhances the service delivered by the Trust, minimises staffing difficulties and ensures best value to the schools. It is essential that applicants for positions in the Trust can evidence a previous satisfactory attendance record/commitment to sustaining regular attendance at work.

ENGLISH TEACHER

HOW TO APPLY

If you would like to find out more about the position, please contact the School office on **01254 823362** or **Head@sarchs.romerocat.com**

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