



# Teacher of English



Dear Applicant,

Thank you for taking the time to explore this opportunity with us at Endeavour Learning Trust.

Finding the right place to work means discovering somewhere you feel you truly belong. As you read through this pack, I hope you get a sense of what makes our Trust special: a community of people who care deeply about one another, about the children and families we serve, and about doing this work in a way that feels human, respectful, and full of purpose.

At Endeavour, we are proud of the diversity across our schools. We want people to feel they belong here and to bring their whole selves to work, with all their individuality, experience, and perspective. We believe that approach strengthens us as a Trust and enriches the lives of our children and young people.

We are a growing family of schools across the North West. Each school has its own identity and context, and that matters to us. What connects us is a shared commitment to inclusion, kindness, and ambition for every child. We believe deeply that education should recognise each child as an individual. Every child matters, every colleague matters, and every school matters.

Collaboration sits at the heart of how we work, but it is grounded in trust and respect rather than uniformity. It is about supporting one another, learning together, and knowing you are part of something bigger. Just as importantly, we place real emphasis on looking after our people. We want every colleague to feel supported, trusted, and able to grow both professionally and personally.

If you are someone who wants to make a difference, values community, and is looking for a place where you can be yourself and continue to grow, I hope you will feel at home here.

Thank you again for your interest in joining us. We look forward to receiving your application.

Warmest regards,

A handwritten signature in black ink, appearing to read 'DCL', with a long horizontal flourish extending to the right.

David Clayton  
Chief Executive

# Endeavour Learning Trust's Mission and Values

## **We will serve our communities to ensure that every child realises their potential**

We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community.

## **Our Values**

### **Individuality**

We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach, and will adapt our provision to meet individual needs.

### **People centred**

Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.

### **Belonging**

Equity of opportunity is central to our practice and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.

### **Transformation**

We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.

### **Togetherness**

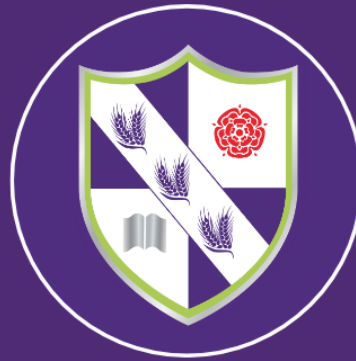
We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.



**LINAKER PRIMARY SCHOOL**



**CHURCHTOWN PRIMARY SCHOOL**



**TARLETON ACADEMY**



**NORTHBROOK PRIMARY ACADEMY**



**WOODLEA JUNIOR SCHOOL**



**ENDEAVOUR LEARNING TRUST**



**ORMSKIRK SCHOOL**



**BURSCOUGH PRIORY ACADEMY**



**WELLFIELD ACADEMY**



**STRIKE LANE PRIMARY SCHOOL**



**BRINDLE GREGSON LANE PRIMARY**

# Our Employee Offer



Health & Wellbeing services that offer private Counselling, Physiotherapy, GP services & more.



Free membership with Vivup, offering Employee Benefits, Lifestyle Savings & a Cycle to Work Scheme



Enhanced family leave benefits & pay, to offer you support at life's most important moments



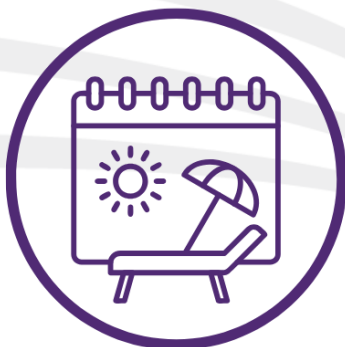
Automatic pay progression for all colleagues in line with their grading structure



An excellent CPD Offer for all colleagues to truly support each stage of your professional development



An excellent Learning Management System & flexibility around your CPD, to allow you to learn at your own pace



Term time only contracts OR 26 days annual leave PLUS bank holidays. rising to 32 days after 5 years service



Honouring continuous service with other local authorities & Multi Academy Trusts



We remain in the Teachers Pension Scheme and Local Government Pension Scheme

Dear Applicant,

Thank you for your interest in the Teacher of English vacancy at Burscough Priory Academy.

We are a small and thriving community school, a proud member the Endeavour Learning Trust. Ours is a small but steadily growing, well-established, highly respected Trust in the North West.

Our school is driven by what we believe, our vision, mission and values. We work to be 'A School with Ambition for All. Everyone Matters, Everyone Succeeds.' From founding, E Pluribus Unum, translated to Out of Many, One, is the school's motto and mission; we work as one. We genuinely believe that collaboration has a positive, multiplying effect. Our values, Kindness, Respect and Ambition, underpin and drive the work we do - they are wholly visible, lived and celebrated. They allow us enjoy our community, celebrate the individual and enrich our experience. Ambition challenges us all, students and staff, to be better than yesterday and better again tomorrow. When you visit us, you will see and feel our values in action.

Our school is an oasis of calm and one where students feel safe. This is by design and not chance, planned upon the solid foundation of simple, high expectations, clear standards and well-rehearsed routines. This means that here, teachers can teach and students learn, and we do so together. The subject and personal development curriculum is ambitious, teaching challenges thinking and support for our students underpins everything we do. In November 2022, this was recognised by Ofsted and we were judged a 'Good' school.

The relationships that are fostered in school between the children and staff are exceptional. We are very aware of our responsibility as a school at the heart of our Burscough community and we know that excellent relationships with our parents, staff and within the wider community are crucial to the success of the children.

Our family ethos is tangible; we work as a team and we want the best for everyone. This means as individuals, together, in our classrooms, staffrooms, schools and right across our Trust. We are staunch in our commitment to doing this in a way which protects the wellbeing of our staff and our students. Our commitment to the work – home balance is real, everything is examined through the workload lens, carefully balanced to meet the needs of our young people.

We hope the information in this pack give you a flavour of who we are and what we do. If you have any queries or would like to visit us, please get in touch.

We look forward to receiving your application.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'LC MacLaren', written in a cursive style.

Lucy MacLaren  
Headteacher

## **Teacher of English**

**0.8 FTE, Maternity Cover**

**Main Pay Range – Upper Pay Range**

**FTE £32,916 - £51,048**

**Pro Rata £26,333 - £40,838**

**Required for June 2026**

**Inspire imagination. Spark curiosity. Bring language and literature to life.**

Do you have a passion for English, and a talent for inspiring young minds? We are seeking an enthusiastic and dedicated Teacher of English to join our dynamic English Department, on a maternity cover basis.

In this exciting role, you will create engaging, thought-provoking lessons that encourage creativity, critical thinking, and a deep appreciation of language and literature. From exploring classic and contemporary texts to developing confident writers and articulate speakers, you'll help students become reflective, expressive, and independent learners.

Key responsibilities:

- Deliver high-quality, engaging English lessons to students of all abilities.
- Foster a love of reading, writing, and discussion.
- Support students in developing analytical, creative, and communication skills.
- Contribute to curriculum development and enrichment activities.

If you're ready to make the English classroom a place of imagination, exploration, and discovery, we'd love to hear from you!

### **HOW TO APPLY**

To apply, please complete our online application form in full, along with a personal statement to support your application and outline the relevant experience you can bring to Endeavour Learning Trust.

If you require any further information, please contact our Operations Lead, Alexa at [a.oldfield@burscoughpriorityacademy.org](mailto:a.oldfield@burscoughpriorityacademy.org)

### **SAFEGUARDING**

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Please note that in line with Keeping Children Safe in Education, an online search will be carried out as part of our due diligence on shortlisted candidates.

## TEACHER OF ENGLISH JOB DESCRIPTION



### BURSCOUGH PRIORY ACADEMY

To carry out the duties of a School Teacher as set out in the School Teachers Pay and Conditions Document.

To plan, develop and deliver high quality lessons and schemes of work, using a variety of approaches, to continually enhance teaching and learning and to maximise individual progress for students

To maintain and build upon the relevant standards achieved in the award for QTS (Secondary) as set out by the Secretary of State

To support the Head of Faculty (HoF) in providing effective leadership and management and to contribute to building and maintaining an effective teaching team which continually strives to enhance the quality of teaching and learning

To contribute as appropriate to a personalised learning agenda to meet the needs of individual students

To contribute to the school's delivery of engaging and effective teaching and learning strategies

To consistently apply the school's Behaviour and Rewards Policy

#### **Teaching and Learning**

Manage student learning through effective teaching in accordance with the Faculty/Department's schemes of work and policies.

Ensure continuity, progression and cohesiveness in all teaching.

Use a variety of methods and approaches, including differentiation to ensure stretch and challenge for all students and to meet curricular objectives and to ensure equal opportunity for all students.

Set assessments and homework regularly in accordance with the School policies and guidelines, to consolidate and extend learning and encourage students to take responsibility for their own learning.

Work with SEND staff and pastoral support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.

Work effectively as a member of the Faculty team to improve the quality of teaching and learning.

Set high expectations for all students, particularly Pupil Premium students, to deepen their knowledge and understanding, to raise aspirations and to maximise their individual achievement.

To plan and execute appropriate intervention strategies within the classroom to address potential underachievement and log as appropriate

Use positive management of behaviour in an environment of mutual respect which allows students to feel safe and secure and promotes their self-esteem.

Inspire creativity, independence and critical thinking

Contribute towards social cohesion

#### **Curricular/Faculty Development**

To contribute to the development of comprehensive schemes of work which include a range of teaching and learning methods and activities providing a rich experience for all students, and incorporating a variety of assessment methods at key points to enable accurate judgements to be made on student progress within the Assessment for Learning Agenda.

To fully engage with Faculty and whole school initiatives for collaborative planning and moderation.

To share in the development of Faculty classroom and intervention strategies for students' literacy, numeracy and spiritual, moral, social and cultural development.

### **Monitoring, Assessment, Recording, Reporting, and Accountability**

Be immediately responsible for the processes of identification, assessment, recording and reporting for the students in their charge.

Contribute towards the implementation of 'Pupil Passports' as detailed in the current Code of Practice and school policies particularly the planning and recording of appropriate actions and outcomes related to set targets and suggested strategies.

Assess students' work systematically and use the results to inform future planning, teaching, moderation and curricular development and to refine accurate predictions of student outcomes.

Keep up to date with data on student progress and use it effectively in planning and preparation.

Be familiar with statutory assessment and reporting procedures, prepare and present informative, helpful and accurate reports as required.

Keep an accurate register of students for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the School policy.

### **Subject Knowledge and Understanding**

Have a thorough and up-to-date knowledge and understanding of the National Curriculum requirements and assessment requirements and specifications for examination courses.

Keep up-to-date with research and developments in subject/pedagogy.

### **Professional Standards and Development**

Be a role model to students through appropriate personal presentation and professional conduct as in the Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings and the school policy and procedures.

Arrive in class, on or before the start of the lesson, and begin and end lessons on time and be a presence around school and between lessons, ensuring high standards are maintained. Cover for absent colleagues in line with agreed school policies.

Be familiar with and supportive of all the School's policies and procedures including Safeguarding and Health.

Establish effective working relationships with professional colleagues.

Maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.

Liaise effectively with parent/carers and with other agencies with responsibility for students' education and welfare as directed by the School.

Be aware of the role of the Trust Board and Local Academy Council of the Academy and support them in performing their duties.

Be familiar with and implement the relevant requirements of the current SEND Code of Practice, DDA and Access to Work.

Consider the needs of all students within lessons (and implement specialist advice) especially those who:

- have SEND
- are disadvantaged (including PP, FSM, CLA, Forces Children and EAL)
- are Able, Gifted and Talented
- are mobile students

### **Liaison/communication**

Meet regularly and work with the HoF (and line manager if different) for professional support and to develop effective Faculty management

Liaise with other subject teachers in order to utilise effective practice from across the curriculum

### **Health and Safety**

Be aware of Basic First Aid procedures.

Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.

Co-operate with the employer on all issues to do with Health, Safety & Welfare and fire procedures.

### **Continuing Professional Development – Personal**

In conjunction with the line manager, take responsibility for personal professional development, keeping up-to-date with research and developments in teaching pedagogy and changes in the curriculum, which may lead to improvements in teaching and learning.

Undertake any necessary professional development as identified in the School or Faculty Improvement Plan and Appraisal processes taking full advantage of any relevant training and development available.

Maintain a professional portfolio of evidence to support the Appraisal process.

### **Continuing Professional Development – Staff**

Contribute as appropriate to the school's CPD programme.

Support trainees and ECTs to ensure they are appropriately monitored and supported if applicable.

### **Tutor Role**

Every classroom teacher may be expected to be part of House team and to work to the Personal Tutor job description

### **Safeguarding**

To be responsible for promoting and safeguarding the welfare of children and young persons with whom the post-holder comes into contact with, or is responsible for in line with School Policies.

### **Additional Duties for this Post**

To teach effectively

To assist the HoF in ensuring that the Faculty contributes effectively to the attainment of school targets in all Key Stages

## PERSON SPECIFICATION

	<b>KEY CRITERIA</b>	<b>Essential (E)/ Desirable (D)</b>
<b>QUALIFICATIONS</b>	Qualified Teacher Status/appropriate Graduate Status	E
	Effectiveness as a Teacher of English	E
	DBS Clearance	E
<b>EXPERIENCE AND KNOWLEDGE</b>	A proven track record of successful teaching with evidence of enhancing student achievement, especially at GCSE level	D
	A thorough understanding of how data may be used to monitor and improve pupil performance and the effective use of school tracking and reporting systems	D
	A demonstrable commitment to CPD and a thirst for reviewing and developing teaching and learning strategies	E
	A commitment to engage in and use educational research for the development of teaching and learning	E
	An ability to be part of a team	E
	Infectious enthusiasm in the classroom and around school	E
	Ability to develop independent learning and enquiry skills in students	E
	Excellent classroom management and organisation	E
	Awareness of the principles of Assessment for Learning	E
	Ability to accurately assess and predict student progress	D
	An understanding of how data may be used to monitor and improve pupil performance	D
	Awareness and commitment to a personalised learning agenda	E
	ICT literate and a willingness to further develop their skills	E
	Motivation to work with children and young people	E
	Ability to form effective and appropriate professional working relationships with young people with clear boundaries	E
Ability to develop appropriate use of authority within an ethos of mutual respect in accordance with the Behaviour Policy	E	
<b>PROFESSIONAL AND PERSONAL ATTRIBUTES</b>	Emotional resilience in dealing with the challenges of the role	E
	A genuine passion for education	E
	A commitment to the Aims and Vision of the Trust, the School Development Plan and the Faculty Development Plan	E
	A willingness to undertake further training and professional development	E
<b>OTHER</b>	Clearance through the Disclosure and Barring Service	E
	Compliance and adherence to the document 'Guidance for Safer Working Practice' & 'Guidance for Conduct'	E