



Sir John Thursby Community College



Candidate Information Pack Assistant Learning Leader English

Welcome from the Headteacher

Dear applicant,

I am delighted to welcome you to our thriving and popular school. We are incredibly proud of our students, community, staff and curriculum and we are excited by this appointment. As Headteacher, I am looking to further strengthen our already well established and effective teaching team who secured an extremely positive inspection in April 2023 and continue to show real ambition for the needs of our students and their families.

Our school is characterised by the way we treat our people and through our core values of Ambition, Respect and Belonging. We believe that all members of our school community should be known, valued and loved and we expect all to share this commitment. We are committed to the professional development of our staff, high standards and ambition for our students alongside respect and kindness for all in our SJT family. We are looking for someone who is able to live out these values.

We are proud of the investment we make into the quality of teaching and we work hard to ensure that all teachers have access to high quality professional development. We are a research driven school and we use the EEF implementation model to drive our school improvement. Our current implementation plans are around Assessment, Mixed Attainment Teaching and Literacy. I am keen to further these with some work around Ambition and look at our strategic vision to ensure we are a beacon of excellence.

At SJT we value our staff and have worked hard enable all staff to have a good work-life balance in a supportive working environment. To enable this we give all our staff at least 20% non-contact time. We have made significant reductions to marking expectations and have made substantial reductions to the number of after school meetings for staff. SJT is a very positive community, with our recent staff survey showing the majority of our staff to be happy, content and proud to be a part of our school with over 83% recommending SJT as a great place to work. We are committed to supporting well-being and development of all our colleagues as we recognise that teaching can be a challenging job. We would welcome discussions about flexibility around the advertised role and would be keen to make achievable adjustments for the right candidate.

We encourage visits to our thriving school at your convenience and I would be delighted to welcome you and show you around. Please contact Susan Rigg (s.rigg@sirjohnthursby.lancs.sch.uk) to arrange a convenient appointment.

I am excited about the scope of this post. If you like what you have read, and you feel you align with our values, we look forward to hearing about what you can bring to SJT on our journey to excellence.

Matt Renshaw
Headteacher

Assistant Learning Leader English

Full-time / Permanent

MPS/UPS £32,916 - £51,048pa + TLR 2.2 £5872pa

To start 01.01.2027

“We are characterised by how we treat our people”

We are incredibly proud of our ambitious, curriculum focused, research-driven school. Our vision is built around the principles of ambition, respect and belonging and we have a strong commitment to the development of our staff as outstanding professionals.

We wish to appoint an excellent teacher to join our experienced and supportive English department where we offer AQA GCSE Language and Literature courses at KS4 which work in tandem with our engaging and challenging KS3 curriculum. Our curriculum in English has developed into a highly ambitious offer in recent years and we have enjoyed some very strong outcomes which are in line with national averages.

This is a great opportunity for the right candidate to develop their leadership skills, contribute to our work and benefit from an excellent environment, where teachers are encouraged to progress their careers with us. We have great facilities ensuring that our students and staff have the best learning environment in which to achieve. SJT is a very positive community, with our recent staff survey showing the majority of our staff to be happy, content and proud to be a part of our school with over 83% recommending SJT as a great place to work.

We are looking for a teacher who shares our drive and passion to inspire our students with their love of their subject and has the motivation and expertise to:

- Work as part of the English leadership team, of a Learning Leader and Lead Practitioner, to continue to drive standards in curriculum, assessment and achievement
- Support the Learning Leader and wider team in the leadership of English

- Take on specific areas of responsibility to support the effective development of curriculum learning and assessment

You will also ensure every student achieves through:

- Outstanding classroom practice and an ability to engage all young people.
- The ability to motivate students of all abilities to achieve their full potential.
- A passion and commitment to raise standards and achievement.
- The ability to work and contribute as part of a team.
- Commitment, resilience, patience, hard work and a good sense of humour.
- The willingness to do what it takes to achieve a goal.

The successful candidate will fully embrace our ethos of Ambition, Respect and Belonging whilst bringing fresh ideas that will build on current strengths and achievement. A core pillar of our “belonging” ethos is that all in our community are known, valued and loved. We want all staff to share this commitment.

We welcome applications from suitably experienced and passionate colleagues who understand our values and want to make a difference to our young people.

Whilst the post will ideally be for full-time hours, requests for part time / job share will be considered.

For an application pack please:

- download from the college website: www.sirjohnthursby.lancs.sch.uk
- or telephone 01282 682313
- or email recruitment@sirjohnthursby.lancs.sch.uk

Send your completed Application form (only the version attached) stating which post you wish to apply for to: recruitment@sirjohnthursby.lancs.sch.uk

Closing date: 9am Monday 21st September 2026

Shortlisting: Thursday 24th September 2026

Interviews: Monday 5th October 2026

The college is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. You will be required to undertake an enhanced DBS disclosure and other recruitment checks. Please note that in line with Keeping Children Safe in Education 2026 an online search will be carried out as part of our due diligence on shortlisted candidates.

Sir John Thursby Community College – Job Description

Job title: Assistant Learning Leader English

Salary: MPS / UPS plus TLR 2.2 £5,872 **Contract type:** Full time permanent

Reporting to: Learning Leader English

Accountable for: Achievement, Teaching & Learning & Curriculum within agreed areas in English

Main purpose

We are a forward thinking, research driven and ambitious school, and we aim for outcomes to place it in the top 10% of schools nationally. The role of the Assistant Learning Leader English, under the direction of their line manager and the Learning Leader English is to:

- To support the Learning Leader in the leadership of English
- To lead on an agreed area in English to ensure that achievement rises due to effective analysis of student performance and through the delivery of an appropriate and inspiring curriculum

Duties and responsibilities

The duties outlined in this job description are in addition to those covered by the latest Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Key tasks

1. To develop the long and medium-term planning for key areas of the English curriculum taking into account the school's strategic vision.
2. To support the Learning Leader to evaluate the effectiveness of English
3. To track and monitor the progress of students within English, and report this regularly to the Learning Leader; to ensure effective interventions are in place to raise standards for under-achievers
4. To ensure that the needs of students with English as an Additional Language, Special Educational Needs or Disadvantaged students are met within English
5. Under the direction of the Learning Leader, to ensure that accurate and robust assessment of students is in place in English
6. To work with the Learning Leader to maintain appropriate CPD for the staff teaching English
7. To ensure that a positive climate for learning is evident in key areas in English

8. To contribute to pastoral curriculum when appropriate
9. To ensure that students within English have a voice
10. To contribute to school improvement through the weekly CPT meeting
11. To support the transition of students from primary school in English
12. To be a form tutor

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

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Matt Renshaw

Sept 2026

Personal Specification – Assistant Learning Leader

Attributes	Essential	Desirable	How identified
1. Qualifications	- QTS - Degree	Recent relevant INSET in preparation to lead/manage a department.	Application form
2. Experience	- Clear and sustained evidence of excellent teaching over time - Clear evidence of positive outcomes from Y11 classes - Experience of teaching across the whole ability range of students - Experience of teaching across the 11-16 age range of students	- Evidence of planning long & medium term schemes of learning - Experience of leading change in an effective and sustainable manner - Experience of leading CPD or working with individual teachers to improve the quality of their teaching - Understanding of relevant research impacting on leadership, pupil achievement and outcomes	Application form Supporting letter Selection process References
3. Skills and knowledge	- Clear understanding of how to accurately assess student progress - Clear understanding of how the KS3 curriculum supports skills and knowledge needed for KS4 - Clear understanding of what makes excellent teaching - Clear understanding of how to meet the needs of all students	- Knowledge and experience of how to analyse and use data to raise achievement - Understanding of how to raise achievement for Disadvantaged students - An ability to plan strategically	Supporting letter Selection process
4. Personal qualities	- A passion to make a difference to young people's lives through education - Ability to build effective working relationships - Enthusiastic, resilient & solution focused - An effective team member, who works well with other people - An ability to build effective teams and motivate others - To like young people and to be liked by them - A drive to make things happen - Not to settle for good, but always strive to improve - A commitment to safeguarding and equality - Sense of humour		Supporting letter Selection process References

5. Other	• Enhanced DBS disclosure • Satisfactory health check • A commitment to sustain regular attendance at work		Application School checks
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Employee Benefits - Why Choose Sir John Thursby Community College

- A commitment to staff wellbeing, development, training and support.
- Modern, facilities managed, school building with excellent facilities for learners and colleagues
- Smart boards and visualizers in every classroom to support high quality teaching and learning
- Generous non-contact time with **20% for MPS/UPS teachers**
- Well planned school calendar to support professional and personal life balance
- Family friendly employer with opportunities for flexible working, including part-time, job share, term-time working – dependant on your job role and business need
- Access to a **high quality CPD programme** focussing on key areas of implementation based on the latest Educational Research and planned around the EEF guidance on professional development.
- Opportunities to access **external courses and training**
- Membership of The National College for all staff
- High quality induction, support and training for Early Career Teachers
- 'Welcome to SJT' induction day to ensure you feel 'first day ready' with on-going 'on boarding' follow up
- Disaggregated INSET to support long weekend in November to rest and recharge
- Pension: Membership of the Teachers' Pension Scheme (TPS) with employer contributions of 23.68% or the Local Government Pension Scheme (LGPS) with generous employer contribution
- Positive climate for learning around school supported through our brilliant basics and behaviour policy
- Proactive, supportive and visible Leadership Team to support the climate around school
- Great Pennine location with good transport links both cross country and the motorway as well as public transport options
- Automatic annual pay progression for all teachers
- Staff commendation programme
- Access to free mental health and wellbeing support along with access to the LCC Employee health & wellbeing website and digital health and wellbeing platform - Optimise
- Opportunity to earn additional income and access complimentary lunch through lunch time duties
- Occupational Health Service
- Occupational sick pay scheme
- Cycle to work scheme
- Free car park
- Onsite catering facilities with complimentary morning coffee shop
- Staff discount scheme (in partnership with Vivup) gives employees access to a huge range of discounts across the UK's major retailers including supermarkets, technology, fashion, travel and much more!
- A long service award scheme

SIR JOHN
THURSBY
COMMUNITY
COLLEGE

STRATEGIC VISION AND VALUES

2025 - 2028

	AMBITION	To enable social mobility and to make a difference in the lives of our students.
	RESPECT	To enable our young people to become confident, resilient, informed, adaptable and caring members of society.
	BELONGING	To be a community-centred school, where all students achieve the academic success needed for further study and employment.

OUR STRATEGIC PRIORITIES "WE WILL"

1. Deliver a well-structured, knowledge-based and research-driven curriculum
2. Invest in the development of high literacy levels
3. Ensure that all students benefit from mixed-attainment teaching
4. Accurately assess to address gaps in learning
5. Achieve high standards of respectful behaviour
6. Invest in impactful and transformational leadership at all levels, taking the actions that make the biggest difference
7. Ensure we recruit, train and retain high-quality professionals

OUR VALUES

- We are **ambitious** for our students
- We **value and invest** in our staff
- Our students deserve great teaching every lesson
- Strong positive relationships make a great school
- We treat each other with care, respect and kindness
- All members of our school community are **known, valued and loved**
- Our families play a key role in supporting our students to be successful
- We ensure our curriculum includes opportunities outside the classroom
- All of us at SJT have the capacity to improve what we do

MEASURES OF OUR SUCCESS

AMBITION	We will have academic outcomes in the top 20% of schools and ensure all our students can access high-quality apprenticeships, degrees or training.
RESPECT	Our students will behave well, leading to teachers being able to deliver exciting and engaging lessons and experiences linked to our ambitious curriculum. We will maintain a commitment to well-being, workload, research and career progression for staff.
BELONGING	We will be characterised by how we treat, train and develop our people. Our team will be empowered to make a difference.



Further Information

Thank you for your interest in joining our fantastic team here at Sir John Thursby Community College.

Application forms can be found on our website: www.sirjohnthursby.lancs.sch.uk

Completed application forms should be returned by the closing date to recruitment@sirjohnthursby.lancs.sch.uk

CVs will not be accepted. Please note that we are only able to employ nationals of European Economic Area (EEA) countries, citizens of Switzerland and those legally entitled to work in the UK. Lancashire County Council does not hold a sponsorship licence and is unable to employ non-EEA nationals under tiers 2 or 5 of the points based system. If you submit an application form and are shortlisted for interview, you will be required to produce documentary evidence of your right to work in the UK. Please note that we will seek references for shortlisted candidates prior to interview.

The school is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. If appointed you will be required to undertake an enhanced DBS disclosure and a range of other recruitment checks. Please note that in line with Keeping Children Safe in Education 2026 an online search will be carried out as part of our due diligence on shortlisted candidates.

Follow the link to watch 'Burnley By Drone' to see a beautiful area in which to live and work - [Burnley by Drone - YouTube](#)

For an interactive tour of SJT follow this link
- [Sir John Thursby Community College - Interactive Tour of SJT](#)

If you have any questions please do not hesitate to get in touch.



Sir John Thursby Community College, Eastern Avenue, Burnley, BB10 2AT, 01282 682313
www.sirjohnthursby.lancs.sch.uk