



Cover Teacher

Permanent
Full Time

Closing Date 9.00am Friday 28 June 2024



Dear Candidate

I am delighted that you have requested further information regarding the position of **Cover Teacher** at Unity College. This is a full time, permanent appointment.

I have been the Headteacher at Unity College since September 2022. Unity College has a very positive, friendly atmosphere. The staff care passionately about the well-being of our children and students are vibrant, enthusiastic and affable. Although Unity College is a large school, we strive to maintain a 'family feel' and a powerful sense of community in which every member of our community feels valued, but also contributes positively to College life.



Our primary focus is, and will always be, developing a superb curriculum across all areas of the College. At Unity College we share a belief that the curriculum - and the enactment of that curriculum - is the single most important factor in closing the disadvantage gap. The curriculum is the most important mechanism that we have to privilege those who are presently or previously experiencing disadvantage. Curriculum and pedagogy underpin all we do and all staff at Unity College are committed to their own learning as well as their teaching.

Our team of Cover Teachers play an important role in ensuring that our students learn effectively in the event of teaching staff being absent from work or otherwise unavailable. They are pivotal to ensuring that our high expectations are always maintained. As such, our Cover Teachers are paid on the Unqualified Teacher Pay Range (UTR) to reflect the degree of planning, preparation and assessment that may be required. Our Cover Teachers are expected to teach across the full range of subjects but will also support the work of one or more curriculum areas in other ways, such as contributing to curriculum planning and supporting extra-curricular activities. As such, the successful candidate will be educated to degree level. An ability to cover PE lessons will be a particular advantage.

Working at Unity College is tremendously rewarding and this role is a fantastic opportunity to make a real difference to young people's lives as well as offering abundant prospects for professional development. As a College we are firmly committed to continuous professional development for all and we invest heavily in developing our staff at all levels.

You are very welcome to visit Unity College to help you decide if this is the school and the role for you. Please contact the College's HR Manager for an appointment. I look forward to hearing from you.

With best wishes

A handwritten signature in black ink, appearing to read 'J. Richardson', with a small flourish at the end.

Jane Richardson
Headteacher

The College

Unity College is a co-educational, 11-16 college. By September 2025, we will be one of the largest 11-16 secondary school in Lancashire, with 1500 students on roll.

Unity College lies within the beautiful grounds of Towneley Park with breath taking views of the local countryside. The College was part of the Building Schools for the Future project. Our main building opened in September 2010. Due to the huge demand for places at Unity College there is large expansion programme which has included a new build of 19 classrooms and some internal structural changes. The new building opened in April 2022. The College's roll has grown significantly in the last three years and continues to do so. In 2021, there were 1244 students on roll, in 2022 there were 1299 students and in 2023 there were 1380. The College roll will continue to grow until there are 1500 students on roll (September 2025). This is a very exciting, but challenging, time for the College as we work hard to ensure that such rapid expansion does not detract from our core business of offering the very best possible education for every student at the same time as knowing our children and families really well.

The College's intake is diverse, with its catchment area comprising some of the most disadvantaged and most affluent areas of Burnley. In 2022/2023, 67.3% of Unity College students came from areas with E/E* overall multiple deprivation indices; 68.8% of students came from IDACI Bands A-F. The school location deprivation indicator is in quintile 4 (more deprived) of all schools. The pupil base is in quintile 5 (most deprived) of all schools in terms of deprivation. In 2022/2023 21.5% of students were identified as having Special Educational Needs, compared with 12.9% in Lancashire and 16.8% nationally. The challenges of this context are manifest in the College and this is one of the reasons that we place such emphasis on excellent teaching to remove barriers to achievement for all students.

At Unity College, we are united by a desire for our students to be happy. Academic progress is obviously vital but we also place a high value on the provision of enrichment opportunities that help our students to grow into responsible, confident, considerate, happy young adults. Underpinning all of this are excellent standards of pastoral support and care that enable children to feel safe and valued. At Unity College, we are proud of the extensive and expert support systems that we have in place for our students. These comprise a wide range of people and processes (both within college and involving outside agencies). We currently have 11 DSLs trained and operational at Unity College.

We believe that our children need to be challenged to think hard, work hard and behave well but we always seek to challenge with compassion: every student will be given the opportunity to achieve academic success in an inclusive, supportive, creative environment. We are committed to ensuring that every student at Unity College experiences a sense of belonging at the same time as creating a culture and ethos that is utterly committed to achievement.

Why work at Unity College?

Every Headteacher will say good things about their own school and so we asked our staff to contribute to this brochure to give you an honest view 'from the chalkface'. Furthermore, interviews always provide opportunities for candidates to talk frankly with a range of staff.

"I feel so proud and privileged to have worked with so many amazing children over the years. There is nothing more satisfying than seeing children who deserve to achieve great results do so. The fact that we, at Unity College in Burnley, can help students achieve high grades of 8s and 9s shows the true value and quality of our teaching and curriculum. It gives me joy to know our students from Burnley can not only rival the grades achieved by children at grammar schools/private schools but beat them too. (It also makes me feel quietly smug!) We have, and continue to have, a positive impact on the life chances of young people across our community in Burnley."

"I genuinely enjoy coming to work and love what I do. I enjoy teaching and being part of such an amazing team who are more than just work colleagues but are genuine friends. I have worked in a few schools but none of them have ever felt like home in the way that this school does. Here are just a few reasons why I love teaching at Unity College.

1. Many students here at Unity College come from challenging backgrounds, but I feel that I make a difference in their lives by working here. I love working with the dedicated team of staff in our department.
 2. This school has a sense of community where students, staff and our parents and carers work together to look after each other.
 3. We have access to incredible facilities that allow us to offer our students a broad curriculum that is not only engaging but also provides fun experiences that no other local school can genuinely match. As a result, we can offer students of all abilities access to opportunities to lead an active, healthy lifestyle.
 4. I feel proud to be a member of the Unity College family because we have an excellent reputation for the quality of our teaching and excellent behaviour of our students."
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"I believe that Unity College has a genuine desire to do the best for all the students. The staff within the department are a good team who work together and the staff have an excellent spirit. When I first came to the school, the staff and pupils were warm and welcoming and accepting of new staff and pupils. I feel as I can discuss any issues with any other member of staff (SLT or class teacher) and will not be judged or questioned but supported to find a solution that is best for everyone."

“I have worked at Unity for six years now and commute here every day from Yorkshire. One of the many reasons I am still here is the excellent working relationships I have with other members of the mathematics department. There is a very friendly feel to the department, and everyone just "gets on" with each other. I have worked in several other schools where there was not the same cordial atmosphere in the staffroom. As for the students I have found that they take a little bit of getting used to but once you have gained their respect, they are a great bunch of young people to work with. The diverse range of student backgrounds makes it a very rewarding job where you can feel that you are really making a difference to the lives of the students in your care.”

“Unity College is a modern, successful, and well-respected school with great facilities based in beautiful surroundings – but none of that to me is truly important. The reason I work at Unity College is because I love the great team dynamic in the supportive, professional department that I'm part of; it was also immediately obvious when I interviewed here that the whole of the college really cares about the future of our children. The fact that the school is within easy reach of a variety of vibrant places to live doesn't hurt matters either!”

“There are so many reasons why I love working at Unity College. Here are just a few:

1. There is a whole school approach to behaviour management: staff are supported by Heads of Department and SLT to maintain a positive learning environment.
2. Teachers are respected as professionals.
3. Although some students face real challenges outside of school, when they see that you as a teacher are staying here and not giving up on them, they behave well and work hard. I find this one of the most rewarding things about working here.
4. We have such a range of students from different backgrounds.

There is never, ever a dull day!”

“You really should choose to work at Unity College because it is a school where staff are valued and made to feel welcome, truly act as part of a team, and are encouraged to develop themselves as practitioners. As the College expands and grows, it is an exciting time to join to help shape the future of more young people in Burnley and make a difference to their lives every day.”

“I have travelled 6121 miles from my home town and have taught for half my life at Unity College. I absolutely love being part of the 'Unity' family. It is one of the most rewarding experiences playing a part in educating young people in Burnley, watching them grow in confidence, develop a love for Mathematics and achieve success.”

Why work in Burnley?

A big warm Northern welcome to Burnley. After all, we weren't voted the friendliest town in Britain without good reason! From world-renowned, cutting-edge brands to affordable living and housing and spectacular countryside to explore, we truly believe we have it all in Burnley.

Burnley is conveniently located on the uncongested M65, providing easy access to the M62, M66, M6 and beyond. There are three international airports within an hour's drive, as well as Manchester, Leeds, Preston, Blackpool, The Lake District and Liverpool being a short drive away.



Burnley offers affordable housing: the mean house price in Burnley is £106,199, which is 36% of the national average. Not only does your money go further when you live in Burnley, but there is a wide-range of properties at your fingertips. From quality modern newbuilds and contemporary apartments to quaint cottages and impressive Victorian terraces, there's something for everyone's budget and taste. 80% of Burnley is rural, making it the ideal place to wind down and explore.



Job Description

Dates	Apply by 28 June 2024 to start 1 September 2024
Accountable to	Assistant Headteacher
Salary	Unqualified Teacher Pay Range (UTR) (currently £20,598 to £32,134)
Contract Type	Permanent

Introduction

This job description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties / specific tasks may be varied from time to time, without changing the general character of the job or the level of responsibility entailed. This will allow flexibility for the College to respond to changing priorities and also support and enhance individual professional development. It is the practice of the College to examine job descriptions periodically, update them and ensure that they relate to the job performed, or incorporate any proposed changes. This procedure will be conducted by the Headteacher/Line Manager in consultation with the post holder.

Overall Purpose and Accountability

- To meet the requirements of the School Teachers' Pay and Conditions document and to support students in making outstanding progress
- To support and uphold the ethos, principles, policies and rules of the College in all respects and at all times
- To provide high quality learning experiences that support students in achieving at the highest level possible and in developing their own capacity as independent and reflective learners

Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

Post-Specific Responsibilities

As a Cover Teacher you will:

- Teach lessons on a short-, medium- or long-term basis as required, liaising with teaching staff and Heads of Department with regard to work set for a class
- Establish a purposeful learning environment in which students can learn effectively
- Implement the College's Behaviour Policy and Behaviour Curriculum consistently and effectively
- Use assessment information, where appropriate, to inform future planning
- Support all students to achieve college targets
- Undertake duties and other educational activities as requested by the cover co-ordinator or line manager
- Maintain regular and productive communication with parents about students' learning
- Organise and participate in trips and events as appropriate
- Take responsibility for your own professional learning through participating in the College's

performance management processes and CPD programmes

- Undertake 'duty' as part of the College's duty rota

College Culture

- Help create a strong college community, characterised by consistent, orderly, caring and respectful relationships
- Help develop a college culture and ethos that is utterly committed to achievement
- Create and sustain a positive learning culture
- Make a positive contribution to the wider life and ethos of the College

Health and Safety

You will:

- Adhere to college health and safety policies/procedures and current statutory health and safety requirements
- Attend training as and when required for the purposes of safeguarding children and corporate safety
- Ensure school is immediately notified of any issues that may affect your right to maintain enhanced clearance to work on the school site (DBS)

This post is subject to satisfactory enhanced level verification by the Disclosure and Barring Service

Person Specification

		Essential	Desirable
Qualifications and Experience	A good honours degree	✓	
	Experience of working with young people in an education setting	✓	
Knowledge	Knowledge of the national curriculum		✓
	Knowledge of cognitive science and how children learn		✓
	Knowledge of effective strategies to manage behaviour		✓
	Knowledge of the statutory requirements and relevant legislation relating to child protection and safeguarding		✓
Skills	You are able to adapt to meet students' needs	✓	
	You are able to build and sustain positive relationships with young people	✓	
	You are able to build and sustain positive relationships with colleagues	✓	
	You are able to work sensitively and effectively with a range of groups and individuals	✓	
	You are a skilled communicator, both orally and in writing	✓	
	You are able to prioritise and work quickly and accurately, particularly under pressure and to meet deadlines	✓	
	You pay close attention to detail and adopt a meticulous approach to record keeping	✓	
	You have excellent literacy and numeracy skills	✓	
	You are able to work unsupervised, use own initiative and make appropriate decisions	✓	
	You are effective at building strong partnerships with parents and carers	✓	
	You are able to address sensitive matters with a caring approach and appropriate confidentiality	✓	
You are able to use ICT confidently	✓		

Personal Attributes	You have a sense of humour and good interpersonal skills	✓	
	You have high levels of energy and enthusiasm	✓	
	You are a committed, highly-competent, reflective and resilient individual	✓	
	You have the highest levels of professional and personal integrity	✓	
	You are committed to your own professional learning and development	✓	
Beliefs	You believe in inclusivity and equality	✓	
	You are committed to raising aspirations in the College and believe in the potential of all young people to achieve highly	✓	

How to apply



Please complete an application form **and** write a letter of application of no more than two sides of A4 (please use font size 11 or 12 for this). The letter of application is a really important part of the selection process and we weigh it heavily in our short-listing process. Please use it to show how you have the skills, knowledge and experience to carry out the role for which you are applying to a high standard.

The application form can be downloaded from our website and should be returned to Joanne Lever, the College's HR Manager, **by 9.00am on Friday 28 June 2024**, preferably by email to j.lever@unity.lancs.sch.uk.

If you do not receive an acknowledgement of your application by the deadline, please contact the College.

Interviews will be held during the week commencing 1 July 2024.

If you would like to arrange a visit or have an informal, confidential discussion, please contact the College's HR Manager via the email above or telephone number below.

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www.unity-college.com



Unity College