



RECRUITMENT PACK

Role: Deputy Curriculum Leader of English

Starting date: 1st September 2026

Closing date for applications: Tuesday 5th May 26

Sandbach High School and Sixth Form College

Middlewich Road, Sandbach, Cheshire, CW11 3NT

01270 765031



sandbachhigh.co.uk/working-with-us/

Thank you for your interest in Sandbach High School and Sixth Form College. We hope that our website will help you to find out more information about what it is like to be a member of staff at our school.

We are a community in which our students and staff strive for excellence. Our values are at the core of our school; they are our promise to our families that within the school we will: Create Opportunities, Shape Futures, Learn with Passion, Nurture Ambition and Respect Difference. Our students want to make a difference in the world and our Curriculum is the springboard that enables them to achieve their ambitions.

We care about our students. We care about their wellbeing, their personal development and them as people. They are the heart of what we do as educators. We are teachers of children first, subjects second.

Standards of uniform, behaviour, attendance, punctuality and attitudes to learning are high here. We believe that the small things matter. Students are safe here in the knowledge about the clear expectations around these standards as they see visible consistency in the application of them. Our parents/carers know that we ensure that the very best potential is realised for all of our students because we have the highest standards. We are here to ensure that the very best life chances are achieved by our students. We have a track record of students attending the very best universities, securing sought after Apprenticeships and making a real difference in our community and further afield.

Sandbach High School and Sixth Form College has a rich culture of the Arts, STEM, Sport and our impressive extended Curriculum. We know that a well- rounded school experience should be diverse and offer a wealth of opportunity and that is offered here in abundance. You can be confident in the knowledge that students are attending a school with consistently high academic achievement within a warm community who are kind and compassionate to each other.

Our success as a school is a combined effort of dedicated staff, supportive families and our hardworking students.

If you would like to know more, we would welcome you to contact us.

Ellen Walton

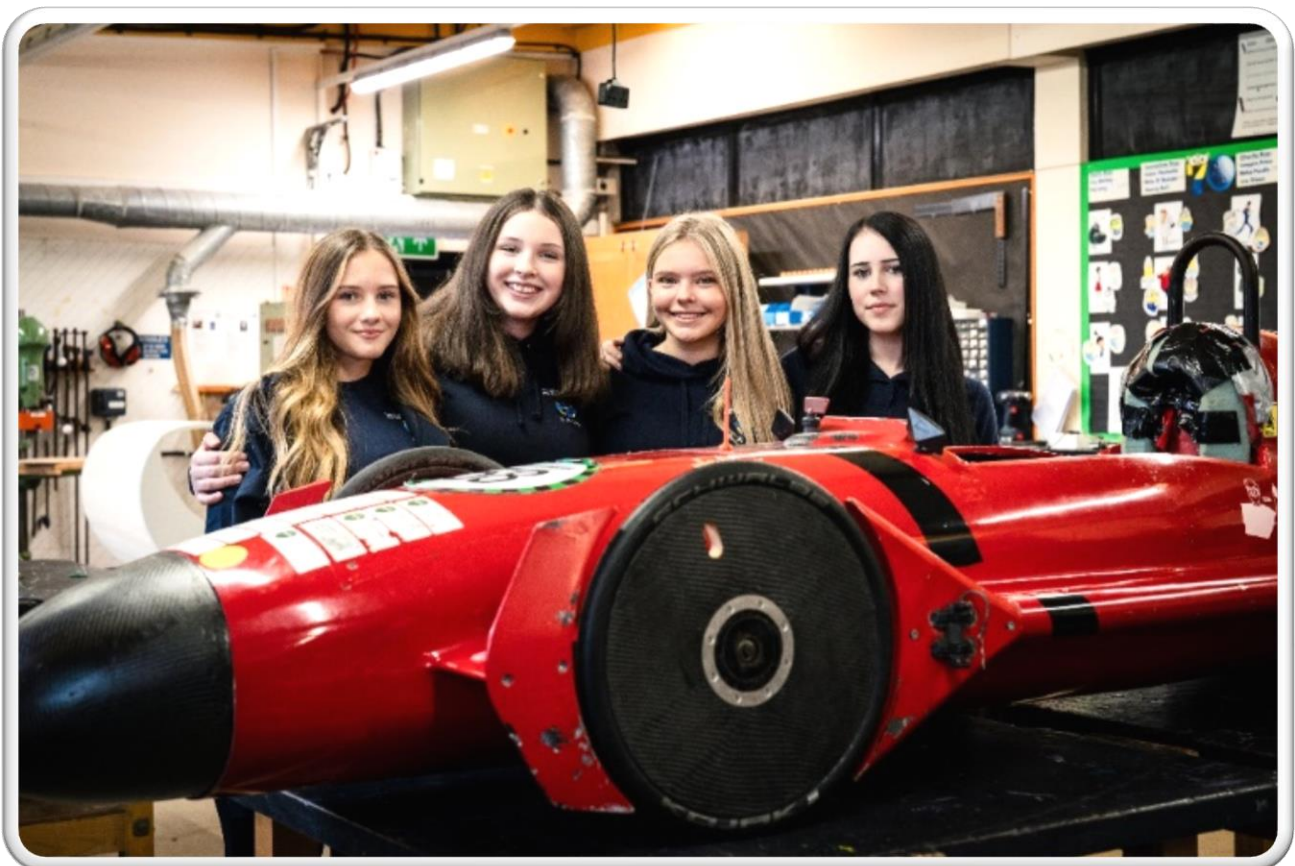
Headteacher

Sandbach High School and Sixth Form College



**Deputy Curriculum Leader of English
(with the potential for a whole-school responsibility
for the right candidate).**

Appointment Type	Permanent
Start Date	1 st September 2026
Salary Scale	MPS/UPS plus TLR 2B
Closing Date	Tuesday 5 th May 2026-12pm
Interview Date	TBC





All ECTs agreed they have made the right decision in going into teaching and in working at Sandbach. They value the support they are given.
Cheshire Teaching School Hub - ECT report - Feb 25



I think something that is good at this school is how comfortable the staff made me feel when I came from primary school to secondary school.
From Pupil Survey - Oct 25



It is clear that the school is doing everything it can to enable ECTs to succeed
Cheshire Teaching School Hub - ECT report - Feb 25

every teacher is amazing and helps me if I'm feeling sad or need help with something
From Pupil Survey - Oct 25

ECTs feel lucky to work at Sandbach when they shared experiences
Cheshire Teaching School Hub - ECT report - Feb 25

The teachers are very nice and like to push you but also make sure that you can understand the work you have been given.
From Pupil Survey - Oct 25



Having adapted training for new staff was a great way to introduce the Model of Excellence in a way that was informative without being overwhelming.
From evaluation survey of CPD training - Dec25

...tailored to specific teaching, leadership and support roles
From evaluation survey of CPD training - Dec25



Who we are

Sandbach High School and Sixth Form College are proud to be registered with 'Investors In People' and continue to support the development of our teachers and support staff. We offer regular training programmes as well as staff well-being activities. Our school offers an exciting, rewarding and supportive environment for all our staff enabling them to grow and build on their skills.

We take pride in being a caring and well-ordered community where everyone is encouraged to develop self-awareness and personal responsibility and play a full part in the life of the school. Our Code of Conduct is based on respect, courtesy and consideration. We make sure that students who work hard, help others and show responsibility in their behaviour are properly recognised through our awards system. Commitment and success in sport or music are celebrated in the award of distinctive colours badges.

Our extensive curriculum is broad and balanced, giving all students the opportunity to develop their potential. A wide range of learning and teaching strategies is used to actively involve students in the learning process. Progress is carefully assessed and monitored.

Vision

An ambitious school with positive role models at every level across the school community. We strive for excellence in academic achievement and personal development. A school with visible consistency and kindness in its high standards of behaviour and attitudes. A school with research-led Quality First Teaching ensuring that all children from all backgrounds can achieve the very best life chances through creativity and a passion for learning.

Key Priorities

Key Priorities for 2025-2026

- To embed a culture of high expectations and our Model of Excellence across our whole school community.
- Securing assessment of knowledge for all including those who are disadvantaged or SEND
- To develop a positive culture amongst students and staff where we lead for legacy and in the service of others.

Values

- ◆ Shaping Futures
- ◆ Learning with Passion
- ◆ Respecting Difference
- ◆ Nurturing Ambition
- ◆ Creating Opportunity
- ◆ THIS is our Community

Who are we looking to appoint?

The Board of Trustees are seeking a well-qualified, enthusiastic and inspiring graduate to join our English department as Deputy Curriculum Leader with specific responsibilities for a substantial part of the English Curriculum.

The successful candidate will be creative, imaginative and an excellent team player with a proven record of excellence in the classroom.

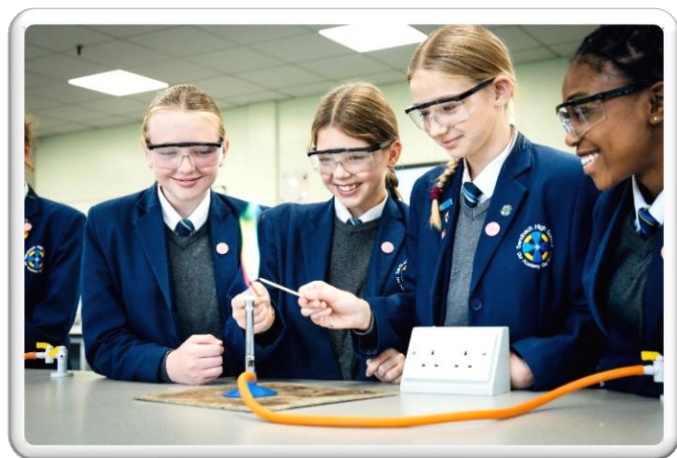
Applications from experienced and recently qualified teachers are welcomed.

The ideal candidate will:

- Be a well-qualified English teacher with a record of planning and delivering high quality lessons that are engaging, challenging and enjoyable to pupils of all ability levels.
- Be a confident leader of their own classroom and will be able to grow and develop other members of the CA through this.
- Have knowledge of how to develop and ensure a successful and ambitious curriculum for Key Stage 3.
- Have knowledge of assessment and how to best assess pupil outcomes at Key Stage 3.
- Have a PGCE qualification and QTS.
- Have the ability to teach pupils throughout KS3, KS4 and KS5.
- Be able to inspire and make positive relationships with students to encourage great learning.
- Have evidence of supporting students to reach their full potential.
- Be a resilient character with a strong personal drive.
- Have the ability to work alongside a driven and hardworking team.
- Be a driven leader looking for development beyond the role.

We can offer you:

- The opportunity to work in an Ofsted rated 'Good' school.
- The opportunity to develop and grow as a leader beyond the signposted role.
- The opportunity to work with a supportive and forward-thinking Curriculum Leader.
- The opportunity to hold a whole school responsibility to develop strategic thinking and leadership skills.
- The opportunity to work alongside a collaborative, forward thinking Headteacher and Senior Leadership Team whose priority is to support and develop you.
- A dedicated, hardworking and supportive English team who are all passionate about their subject.
- Friendly and highly motivated students who are keen to learn and take pride in their achievements.
- A comprehensive induction programme when joining the school
- An Investors in People approved school where staff are supported and encouraged to take part in professional development programmes with the opportunity to share best practice within your own department and with staff from other specialisms.
- A fantastic school to gain a wealth of experience to grow your career.



Job Description – DCL English (with the potential for a whole school responsibility)

Job Title: DCL English

Accountable to: Curriculum Leader of English

Job Purpose:

To contribute to raising standards of student achievement in English by teaching a timetable of lessons and supporting the Curriculum Leader in the achievement of whole school and department goals as stated in the department's strategic plan.

Job Description – Deputy Curriculum Leader English

Qualified teacher of English with experience or the desire to work in leadership

The current conditions of employment of school teachers as laid down by the Department for Education.

The Post

Due to the promotion of the current post holder, we are pleased to offer a rare opportunity to work alongside a forward-thinking and highly supportive Curriculum Leader to lead a successful and dedicated English department. Our team is committed to securing excellent outcomes for all pupils, and this role offers a valuable opportunity to help shape and advance that vision. As a school, we are committed to supporting every member of staff to realise their full potential and to develop as leaders within our community and beyond.

This is an exciting post and as such the postholder will be expected to make significant contributions and have key responsibilities within the English Curriculum Area. They will support and when appropriate deputise for the Curriculum Leader in ensuring that the breath within the Curriculum Area is designed to promote students' knowledge and skills through academic, creative, expressive, technical, moral and spiritual development.

The postholder will deputise the English department and lead on a Key Stage dependent on their area of expertise. The postholder will directly line manage some staff within the English Curriculum Area and will report to the English Curriculum Leader.

For the right candidate, there is also the potential to take a lead role in whole-school literacy, offering the chance to further develop leadership skills beyond the English curriculum area and supporting meaningful career development.

Core Purpose

- To be responsible and accountable for pupil achievement and outcomes within a significant part of the Curriculum Area and hold responsibility for a Key Stage.
- To ensure that all Curriculum Area members have the highest possible expectations of their pupils and help create a culture of high aspirations across the team.
- To work closely with the Curriculum Leader and support them in driving the Curriculum Area forward.
- Support, develop and implement the vision, ethos and policies of the school across the Curriculum Area and which reflect the school's commitment to high achievement, positive behaviour and attitudes to learning.

- To support the Curriculum Leader in monitoring, evaluating and reviewing the performance of the Curriculum to promote good practice and raise standards which will improve outcomes for pupils.
- To support the Curriculum Leader in monitoring and analysing data within a significant part of the Curriculum Area and will use this analysis to implement effective strategies and intervention to raise pupil achievement.
- To support the Curriculum Leader to ensure teachers give careful consideration to planning and sequencing knowledge-rich programmes of study across all key stages with particular focus of the Key Stage of your responsibility. There is a foundation of metacognition and retrieval in its delivery.
- To support effective working practices with Pastoral Leads and relevant support staff across the Curriculum to ensure the best outcomes for pupils.
- To support effective partnerships and communication with parents across the Curriculum Area to ensure the best outcomes for pupils.
- In collaboration with the Curriculum Leader to assist in the effective and efficient management and organisation of learning and financial resources.
- In collaboration with the Curriculum Leader use accommodation to create an effective and stimulating environment for teaching and learning within the Curriculum Area
- To help ensure that there is a safe working and learning environment in which risks are properly assessed.
- To deputise for the Curriculum Leader.

Strategic Leadership and Development

- Contribute to the self-evaluation and strategic development planning of the whole school and the Curriculum Area Growth plan as well as action plans to tackle any areas of underachievement.
- To contribute to and support the vision for the Curriculum Area to help drive it forward.
- To potential contribute to and support the vision for Literacy across the school to help drive it forward.

Leading Staff

- To lead, support and challenge staff in achieving school and Curriculum Area priorities and targets and delegate responsibilities for appropriate aspects of work. To challenge any staff underperformance to secure improvements within the Curriculum Area.
- To consider and take responsibility for professional development. In addition to supporting and encouraging the professional development of staff within a significant part of the Curriculum Area (a Key Stage), in line with whole school policy and practice. Contribute to training and development activities within the Curriculum Area and ensure actions are closely aligned with the school's evidence-based strategy and practice in developing teaching and learning and pedagogy.
- To establish clear expectations and constructive working relationships within the Curriculum Area, including through team working and mutual support, coaching, devolving responsibilities and delegating tasks, as appropriate; evaluating progress and developing an acceptance of accountability.
- To directly line manage some members of the Curriculum Area and the Literacy team through the appraisal process.

Leading Teaching and Learning

- To lead teaching and learning across the Curriculum by example through being an excellent classroom practitioner themselves.
- To be responsible and accountable for the quality of teaching and learning within a significant part of the Curriculum Area (a Key Stage).
- To support the evaluating of learning and teaching within the Curriculum Area in the context of the school and use this analysis to identify effective practice and areas for improvement and take action to improve further the quality of teaching and learning.
- To support and implement clear practices for assessing, recording and reporting on pupil achievement in line with school policy and to use this information to recognise achievement and to assist pupils in setting targets for further improvement within a significant part of the Curriculum Area (History and Politics)

Other

To undertake any reasonable duty at the request and discretion of the Headteacher.

Person Specification

The Trustees are seeking to appoint a graduate who is able to demonstrate the following qualities and experience:

Key: AF Application Form

I Interview

LO Lesson observation

R References

CRITERIA	QUALITIES	DESIRABLE	
Qualifications	<ul style="list-style-type: none"> • Well qualified graduate in English • Qualified teacher • Secure Literature and Language subject knowledge and pedagogical content knowledge 	<ul style="list-style-type: none"> • Evidence of continuing professional development • 2:1 or above in English Literature or Language is desirable. 	AF LO
Experience	<ul style="list-style-type: none"> • Experience of teaching KS3 and KS4 English • Ability to communicate passion for the subject to students • Proven record or evidence from teaching of potential to help students reach high standards of learning and achievement • Ability to be an effective member of the pastoral team in the role of form tutor (including the delivery of PSHCE /Life Choices) • Successful collaboration with all colleagues to ensure the aims of the school are met and that workplace relationships are positive • Experience of positive contributions to school culture amongst staff and students 	<ul style="list-style-type: none"> • Experience of teaching KS5 Literature, Language or Film Studies • Successful experience of subject/department/team leadership 	AF LO I R

	<ul style="list-style-type: none"> • Experience of line management including appraisal 		
Knowledge	<ul style="list-style-type: none"> • High standard of subject knowledge (English) • Excellent classroom practitioner with a commitment to a safe learning environment and the ability to inspire and nurture students to see the value of Humanities both in and out of the classroom • Expert knowledge of the English National Curriculum • Knowledge of current developments in Teaching & Learning • Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve • Understanding and use of strategies to raise achievement • Ability to communicate the school's vision and inspire others to align themselves with the school's vision and values. • Ability to build effective working relationships with pupils and staff • The ability to collaborate with other subject leaders in other schools to share best practice around Curriculum and Teaching and Learning. • Ability to build effective working relationships with staff and other stakeholders • The ability to contribute and sustain a positive school culture amongst staff and students. • Ability to adapt teaching to meet pupils' needs • The ability to provide constructive feedback enabling continuous improvement of colleagues and self. • Knowledge of guidance and requirements around safeguarding children • Good IT skills • Effective communication and interpersonal skills 	<ul style="list-style-type: none"> • Experience and understanding of supporting students with SEND. • Experience and understanding of supporting students with LITERACY. 	AF I R LO

Personality	<ul style="list-style-type: none"> • Ability to inspire & motivate students and peers. • Commitment to safeguard & promote the welfare of children. • Professionalism/integrity. • Be an effective team member, proactive at contributing to leading departmental activities • Ability to promote the ethos, culture and principles of Sandbach High School and Sixth Form College by modelling servant leadership and integrity in behaviour and interaction with all colleagues. • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • An ability to uphold a commitment to the school in all actions. • To demonstrate emotional intelligence in the leadership of others showing careful collaboration of concern and compassion for the individual whilst maintaining the best interests and smooth running of the organization. • Ability to work under pressure and priorities effectively • Maintain confidentiality at all times adhering to the school's Code of Conduct and data protection practices. • Commitment to safeguarding and equality. • Commitment to own professional development and that of others. • High levels of professionalism at all times in all actions and communication with all colleagues. 	<ul style="list-style-type: none"> • Self confidence • Flexibility/adaptability • Willingness to adapt practice in light of current educational initiatives • Understanding of the importance of assessment and tracking in achieving the best outcomes for every student • Innovative 	AF LO I R
Personal Attributes	<ul style="list-style-type: none"> • Desire to contribute to and be involved in the wider life of the school. • Promote respect for all members of our school community • Work with energy, commitment and good humour • Excellent record of attendance and punctuality • Have a passionate commitment to our school's culture, vision and values • Organised with excellent time management and planning skills 	AF I R LO	

The English Department

The English Department is a team of twelve specialist English teachers. We are a passionate and hard-working department who pride themselves on excellent subject knowledge. Our schemes of work are robust and intend to promote a love of literature; we ensure that our students are exposed to a broad range of female authors and authors from range of different cultures. We have clear components of knowledge that are taught across Key Stage 3 in order to help students to prepare and progress towards Key Stage 4 whilst still igniting a passion for the subject. At Key Stage 4, we have a thematic approach to our teaching of texts and, as a department, we work hard to ensure that we have kept abreast of the most current training and literature to aid with the study of our chosen texts. At Key Stage 5, we offer English Literature, English Language and Film Studies and these are all popular choices for our Sixth Form students. We have high expectations for the students in our subjects across all Key Stages and we are ambitious with our teaching, hence our excellent subject knowledge.

The English department are a collaborative team and we are continually looking to develop our teaching of English. We have regular meetings where we discuss subject and pedagogical knowledge. As a department, we align with the school's culture, visions and values to develop each student's academic, intellectual and social potential and we ensure that all students from all backgrounds are given the opportunity to thrive and flourish in English and across the wider school.

The main aims of teaching English at Sandbach High School and Sixth Form College are that students:

- Develop an appreciation and a love of reading and literature.
- Make links with their study of English studies across other subjects.
- Develop a broad range of ambitious and effective vocabulary.
- Develop vital, relevant skills that will serve them in the future by equipping students with the skills needed to articulate and express their ideas.
- Develop their understanding of the wider world and to offer their viewpoints and perspectives on events.

Wherever possible we provide students with extra-curricular opportunities to enhance their passion for the subject. As a department, we have a fantastic Journalism club which is very popular with all students across all Key Stages. The Journalism Club is responsible for the school's newspaper 'The Voice'. We also run an exciting 'Book Club' and 'Multi-Lingual Club' which are exciting extra-curricular opportunities across the school.

The English department has many dedicated teaching rooms in the Henshall building of the school. All rooms have projectors and access to a variety of visual aids. The school has a well-equipped Library and the main building has a number of computer rooms along with laptop access if needed. These facilities can be booked for use during lesson time.

We offer a robust programme of induction into the school as a whole and into the department for all new staff.

Mrs L Cooke
Curriculum Leader of English

The Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act allows for a person who has been convicted of a criminal offence involving a sentence of not more than 2½ years imprisonment and who has since lived trouble free for a specified period of time (related to the severity of the offence) to be treated as if the offence, conviction or sentence had never occurred. This is known as a spent conviction.* This job is one of those to which the provisions of the above Act in relation to spent convictions*, **do not apply**. Applicants **must therefore disclose** whether they have any previous convictions*, whether or not they are spent.

Should an applicant have a criminal conviction*, this will be discussed in confidence at interview. However only convictions* that are relevant to the job in question will be taken into account.

Failure to disclose any conviction could lead to an application being rejected, or, if appointed, may lead later to dismissal.

Certain spent convictions* are 'protected' and are not subject to disclosure to employers, and cannot be taken into account by a recruitment manager. Guidance and criteria on the filtering of these convictions* can be found at the following link:

http://www.legislation.gov.uk/ukxi/2013/1198/pdfs/ukxi_20131198_en.pdf

*including cautions, reprimands or warnings.

People who have convictions will be treated fairly and given every opportunity to establish their suitability for the job, all applicants will be considered on merit and ability.

Any information that you give will be kept in strict confidence and will be used only in respect of your application for the job.

Disclosure & Barring Service (DBS)

Successful applicants will be asked to apply for an Enhanced Criminal Record Check (Disclosure) from the Disclosure and Barring service.

A copy of the Disclosure and Barring Service Code of Practice is available on request.

Further information about the Disclosure scheme can be found at

<https://www.gov.uk/government/organisations/disclosure-and-barring-service>

Safeguarding Children

Sandbach High School and Sixth Form College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff at Sandbach High School and Sixth Form College are expected:

- To adhere to the school's corporate standards, policies, systems and procedures in relation to Safeguarding and Child Protection, and health and safety
- To set a personal example that contributes to the positive ethos of the school
- To be committed to the life of the school and to support its distinctive mission and ethos
- To behave at all times in accordance with the school's values
- To agree annual performance targets with their Line Manager
- To promote the school favourably in the community
- To engage actively in the performance review process, addressing appraisal targets set in conjunction with the line manager each autumn term.
- To participate in training and other professional development learning activities as required.
- To promote equal opportunities and celebrate diversity in all aspects of the school.
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To adhere to the school's Staff Code of Conduct and the Dress Presentation Code.
- To comply with the school's Health and Safety policy and undertake risk assessments as appropriate.
- To be familiar with and promote safeguarding requirements, demonstrating adherence to the DfE Guidance 'Keeping Children Safe in Education' and the school's Safeguarding/Child Protection policies.
- To be aware of and comply with all school policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

Safeguarding

Sandbach High School and Sixth Form College is committed to keeping children, young people and vulnerable adults safe. The post holder is responsible for promoting and safeguarding the welfare of the children, young people and vulnerable adults for whom she/he is responsible or comes into contact with.

Health & Safety

The post holder will be responsible for his/her own health and safety. All duties and responsibilities must be carried out in line with the specific requirements detailed in the school Health and Safety policies.

Policies & Procedures

The post holder will be accountable for ensuring that he/she is aware of relevant school policies and that all duties and responsibilities are carried out in line with the appropriate policies and procedures.

Equality Act 2010

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Applications

We promote applications from all sections of the community, irrespective of background, belief, or identity, recognising the benefits that a diverse organisation can bring.

To apply for this post, please complete an application form with a supporting statement of no more than two sides of A4 on your suitability for the post and the school, with reference to your areas of expertise. Please send completed forms to recruitment@sandbachhigh.co.uk