



Leader of English

Permanent
Full Time

Closing Date: 9:00am Friday, 28 March 2025



Dear Candidate

I am really excited to be writing this job description because it represents another positive step in the College's development towards providing a genuinely outstanding education for our students. We are looking for a candidate who loves teaching and who is passionate about English and eager to share that enthusiasm with colleagues, helping to develop excellence across the English Department. The successful candidate must be an excellent teacher; this is a fundamental requirement of the role because they will be a role model for other staff, and need to be skilled enough in their own practice to support the development of others too. If you are a talented English teacher, who is ready to progress in your career this could be the perfect post for you.



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 that they belong, are valued, and 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 key lever in accumulating advantage year-on-year and 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.

The English Department is a large team with a wide range of experience. This appointment is pivotal to add capacity, direction and support as we strive to build on the good work that has already begun and create a genuinely great department. The successful applicant to this post will be ambitious to further develop the curriculum in English, ensuring effective teaching and learning is leading to excellent outcomes for all students.

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. 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; I'd be delighted to meet 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, which appears to read 'J. Richardson'.

Jane Richardson
Headteacher

The College

Unity College is a co-educational, 11-16 college. With 1500 students on roll, we are one of the largest secondary schools in Lancashire. The College's intake is diverse.

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 has been a 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 recent years. In January 2021, there were 1244 students on roll; in January 2022 there were 1299 students; in January 2023 there were 1380 students and in January 2024 there were 1432 students on roll. The College roll has continued to grow until there are 1500 students on roll (January 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.

Burnley is an area with significant levels of social deprivation. In 2023/2024, 66.3% of Unity College students came from areas with E/E* overall multiple deprivation indices; 68.5% of student came from IDACI Bands A-F. The school location deprivation indicator is 'above average' and the pupil deprivation base is 'well above average' (IDSR). The percentage of students in receipt of Free School Meals is 'above average' (IDSR). 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 and high levels of pastoral care to remove barriers to achievement for all students.

The percentage of SEND support students is 'well above average' (IDSR). The percentage of students with an EHC Plan is 'close to average' (IDSR), having historically being been 'below average'. The number and percentage of students identified as having Social, Emotional and Mental Health needs is above that of other Lancashire secondary schools and is increasing rapidly.

The percentage of students classified as White British (82.6%) is 'well above national average' (61.4%). The percentage of students classified as Asian or Asian British – Pakistani (6%) is 'slightly above national average' (4.5%). The increase in the College roll to accommodate 'new to country' families has resulted in a significant increase in the numbers of students who speak English as an additional language. Whilst the percentage of EAL students (8.0%) is now close to average (IDSR) it has, historically been below average.

The percentage of children who are looked after (CLA) at Unity College (1.0%) is above the local authority average (0.8%). The percentage of children who are looked after (CLA) with SEN Support (66.7%) is above the local authority average (29.6%).

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.

The Role

The Leader of English role is an important part of the College's leadership structure, with key responsibilities that contribute to promoting excellent teaching and learning in the English Department. This role involves working closely with the Head of Department and the Senior and Extended Leadership Teams to ensure high standards are maintained. The Leader of English is expected to model outstanding teaching practices, setting high expectations that inspire, motivate and challenge both students and colleagues. The role requires providing support and organisation within the team to ensure all teachers effectively meet their responsibilities. The Leader of English will oversee and evaluate departmental practices as part of an annual quality assurance cycle, identifying areas for improvement and implementing action plans where needed.

The Leader of English is responsible for working with the Head of Department to develop and deliver high-quality Schemes of Learning, ensuring the English curriculum is appropriate, effective and consistently delivered to a high standard. The role also involves supporting colleagues to improve their classroom practice through coaching, mentoring and professional development opportunities. The Leader of English must ensure that student progress is monitored and reported accurately, stepping in where necessary to support disadvantaged learners and students with SEND to achieve their full potential.

In addition, the Leader of English is expected to play an active role in promoting positive behaviour, removing barriers to learning and promoting a supportive, forward-thinking environment within the department. The role also includes contributing to the support and development of trainee and early career teachers, ensuring all staff have access to high-quality professional development that meets both individual and departmental needs. The Leader of English will assist in managing the department's budget and resources effectively to ensure the best value and greatest impact. Ultimately, the role is pivotal in ensuring the English Department maintains consistently high standards, with motivated staff and students benefiting from excellent English teaching.

The English Department

The English department is a team of fifteen specialist teachers and enjoys a mix of experienced colleagues and new entrants to the profession. Some colleagues have experience of marking external examinations for both AQA English Language and Literature.

All members of the department teach both key stages and both Language and Literature to students with a wide range of strengths and starting points. We set students based on their prior attainment and have six sets in each half of the year. Students currently have five fifty-minute lessons of English per week in Years 7 to 10 and six fifty-minute lessons per week in Year 11.

In April 2022, the English Department moved into the new Excel building which has twelve specialist English classrooms. All classrooms are equipped with Promethean interactive software.

The English Department is involved in an ongoing process of developing an ambitious, broad, rich and challenging curriculum and sharing of good practice is encouraged department wide. The department benefits from a central SharePoint of resources that all practitioners can access and these resources can be adapted to suit the needs of their learners.

The English Curriculum

The English curriculum is broad, ambitious and balanced. We have a three-year Key Stage 3 and two-year Key Stage 4. In Key Stage 3, students study a broad range of texts from different genres. Students learn a wide range of reading, writing and communication skills during Key Stage 3 and we have created engaging and challenging units of work with the aim to promote a love of English. In Key Stage 4, all students study the AQA English Language and Literature specifications.

In Key Stage 3, students have four lessons dedicated to the main units of work each week and one lesson each week for reading a class reader to promote reading for pleasure. In Year 10, two lessons per week are assigned to studying English Language and three lessons per week are assigned to studying English Literature. In Year 11, we have three lessons per week assigned to English Language and three lessons per week assigned to English Literature. Our main GCSE Literature text are, currently, *Macbeth*, *A Christmas Carol* and *Blood Brothers*. We also study the Power and Conflict cluster of Anthology Poetry.

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 rural, making it the ideal place to wind down and explore.



Job Description

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| Dates | Apply by 28 March 2025 To start on 1 September 2025 |
| Accountable to: | Head of Department/Assistant or Deputy Headteacher |
| Salary | MPR/UPR plus TLR 2.2 |
| 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
- The aim of your additional responsibility is to give significant assistance to the Head of Department in ensuring the continued delivery of the highest possible quality of teaching and learning across the department subject areas.

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

Post-Specific Responsibilities

Responsibilities common to the Extended Leadership Team (ELT)

In particular you will:

- Be a member of the Extended Leadership Team in which everyone is committed to securing outstanding outcomes for our students and our community
- Assist the Headteacher in leading Unity College in such a way that the highest standards are secured amongst staff and students in all areas of the College's performance and practice
- Act as a role model for staff, providing support and advice to them whilst holding them accountable
- Lead on improvement strategies, coach and support staff, ensure quality, monitor and evaluate performance

- Ensure that all students across the full prior attainment range enjoy maximum support and opportunities to reach their full potential, achieving a position where they can become effective and valued stakeholders in the College and in the wider community
- Contribute to all self-evaluation measures and quality assurance processes.

As a Leader of English you will:

- Consistently model excellent teaching and set high expectations which inspire, motivate, challenge and support both students and colleagues
- Evaluate and review all aspects of the Department's work as part of an annual cycle of quality assurance and action plan for all improvements needed
- Play a significant part in the leadership, support, and organisation of the team in the fulfilment of their responsibilities as teachers
- Support the English Department to meet all targets in the departmental improvement plan
- Under the guidance of the Head of Department, take responsibility for developing an appropriate English curriculum for a Key Stage, manage its delivery and assure its quality and impact
- Alongside the Head of Department, lead on the development and implementation of high-quality Schemes of Learning
- Alongside the Head of Department, lead on the quality of teaching and learning in the English Department, ensuring that teaching and learning is evidence-informed, with corresponding impact on student achievement
- Alongside the Head of Department, play a significant role in developing the classroom practice of colleagues through coaching and mentoring
- Alongside the Head of Department, ensure reporting on student progress in the English Department is consistently of a good standard
- Scrutinise the progress of different groups of students, including disadvantaged children and students with SEND, and intervene where necessary to ensure all learners can make at least expected progress and no child is left behind
- Actively identify and remove barriers to learning in the English Department, including managing student behaviour within the department
- Alongside the Head of Department, ensure all staff in the English Department access high quality professional development to support both individual and departmental needs
- Contribute to the support and management of trainee and early career teachers
- Alongside the Head of Department, manage the English Department's budget and resources effectively to ensure best value and highest impact for money
- Create a dynamic, innovative, forward-thinking culture in the Department and ensure all staff are performing to at least a good standard and are happy and motivated in doing so

As a Teacher of English you will:

- Meticulously plan and teach engaging and challenging lessons
- Meet the needs of all learners through high quality planning and teaching
- Set and feedback upon appropriate homework
- Use regular, measurable and useful assessments of teaching
- Complete all reporting on time
- Closely monitor progress and attainment of students and use this to inform planning and teaching
- Provide content for, and where necessary deliver, high quality student interventions
- Support all students to achieve college targets
- Work alongside colleagues on self-evaluation measures, quality assurance processes and department improvement strategies
- Support department leaders in the implementation of high-quality Schemes of Learning
- 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 appraisal processes and CPD opportunities

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
- Be an effective Form Tutor (teachers will usually be required to perform the role of form tutor)
- Create and sustain a positive learning culture

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

We are looking to appoint someone who:

- Believes in the potential of all young people to achieve highly
- Is passionate and knowledgeable about their subject
- Loves teaching and wants to share that passion with colleagues in order to develop excellence across the department and the College
- Understand the fundamentals of curriculum design and how children learn
- Enjoys working as part of a team

You must have:

- A good honours degree in a relevant subject
- Excellent subject knowledge
- A teaching qualification
- Qualified Teacher Status
- Experience of teaching across Key Stages 3 to 4; experience of teaching A Level will be an advantage
- Leadership experience and an understanding of the principles of leading change
- Ideally, experience of leading CPD and developing others, and of supporting colleagues at various professional stages
- The confidence and skill set to lead change and motivate colleagues
- Strong interpersonal skills
- An understanding of and ability to use a range of performance data effectively
- Effective behaviour management skills and experience
- The ability to motivate and lead students
- The ability to work well under pressure and prioritise according to need

You will be:

- A fantastic teacher; this is a fundamental requirement of the role as the successful candidate needs to be a role model for other staff, and has to be skilled enough in their own practice to be able to develop others too
- Adept at building positive working relationships
- Enthusiastic and keen to work in a forward-thinking, inclusive school
- An effective communicator
- Ambitious to build the very best English Department possible, as well as to contribute to whole-college improvements

How to apply



Please complete an application form **and** write a letter of application of no more than three sides of A4 (please use font size 11 or 12 and double spacing for this). Your letter of application should include your vision for this role and how your experience and skills will equip you to realise this.

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 March 2025**, 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 31 March 2025.

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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