



THE
BRIAN CLARKE
CHURCH OF ENGLAND ACADEMY

Candidate Pack

Second in Charge German

Welcome from the Headteacher

Mrs A Ash, MA, NPQH



Thank you for your interest in the post of Second in Charge of German at The Brian Clarke CE Academy.

This post at a new school with languages as a core subject is the opportunity that education professionals dream about, being part of a talented and committed staff that is growing a school from Year 7 up; supporting the development of its ethos and embedding that in the community of the school; having the benefit of a brand new building with all the facilities and supported by a local, successful and experienced Trust and the development opportunities provided by the Languages Hub. For the successful candidate this represents an extremely exciting opportunity to be involved in, and exposed to the very best developments in languages teaching.

This is an exciting and challenging role. It is a post for a dedicated, energetic and creative professional. The demands will be varied, interesting and developmental, and will put you at the heart of a school where staff and pupils are growing exponentially year on year. The person specification for Second in Charge of German sets out the key experience, commitment and essential professional skills and qualities that we are looking for.

This is a CE school and the person we appoint must be able, with integrity, to uphold and model Christian values and lead assemblies which have worship at the heart, supported by the Trust's lay Chaplain and the pattern and resources for worship themes and celebrations which apply across all our schools.

Working for The Brian Clarke CE Academy means that you would be part of the Cranmer Education Trust, a successful, growing Trust which prides itself on looking after its people, offering a high level of support and access to expertise. This is an excellent time to join the team, as we develop collaborative structures and systems to enhance and support our growing family of schools.

Alongside Brian Clarke the Trust is made up of primary and secondary schools across Oldham and Rochdale. The Trust also incorporates a teacher training school and the East Manchester Teaching Hub and a Languages Hub (Kinder Language Hub), which support the training and development of new and existing teachers across England.

For further details please visit <https://careers.cranmereducationtrust.com/>.

About The Brian Clarke CE Academy

The Brian Clarke Church of England Academy opened with a founding team of staff in September 2022 to 240 young people and will continue to grow annually to a student body of 1,200 by 2026.

We moved to our beautiful, purpose-built building in May 2023, situated on our accessible town centre site on Bloom Street, Oldham.

Our patron, Brian Clarke, has donated a large stained-glass window to the school which adorns the entrance hall, reflecting the multi-cultural nature of the school and shining light into and out of the building to the community.



The school reflects the community it serves. It is multi-cultural, multi-ethnic, and multi-faith within a Church of England ethos. There is a balance between faith intake and non-faith intake from 3 concentric circles of one, two and three miles around the school. 'Faith' equally includes all Christians, as well as members of the other five major world faiths of the Interfaith Network.

The key elements of the curriculum include:

- A rich, broad EBacc curriculum up to GCSE
- Compulsory Religious Studies within the core curriculum up to GCSE
- MFL (German) to GCSE
- A rich KS3 provision which includes the arts, technology, computing, citizenship, and the Bronze Duke of Edinburgh Award in Year 9
- A sequentially planned pastoral curriculum that builds in worship, CEIAG, and form reading. This takes places daily for 30 minutes.
- An aspirational co-curricular provision built into Period 6, which runs Monday to Thursday 2.45pm – 3.30pm. All students take part in two activities per week.
- A facility to support literacy and numeracy to catch up (7.45 – 8.10am) each morning.

The curriculum is underpinned by a consistent pedagogy that understands how students learn, and a rigorous approach to reading and literacy, building character and resilience.

We aim for all our students become good human beings: good friends, good neighbours, and good citizens. People we are proud to know. Their social and emotional development, their self-respect, and their ability to self-manage are just as important as their cognitive development. Students who are happy and secure in their school learn well and become successful people. High quality pastoral care is at the core of all we do.

In brief, we are looking for:

- A leader committed to ambition, excellence, and community, who will work with the Senior Leadership Team to drive the growth and development of The Brian Clarke CE Academy. You will play a key role in driving BCA to become an outstanding provider for young people, and continue to be a school where staff, who are committed and ambitious for young people, take pride in and enjoy their work.
- An inspiring, informed educator with a clear understanding of what makes outstanding educational provision for all, and the ability, understanding, and experience to lead, develop and manage a staff team to achieve this.
- Someone who will go the extra mile for students, not because they are asked to but because they want to; someone who will do their utmost to ensure all our students progress to the future destinations of their choice.
- Someone who will inspire students and the staff they work with, and build strong relationships with our parents, carers and community partners.

We offer:

- Opportunities for professional development in a growing Trust
- Schools: a strong school community that places children, families and staff at the heart of everything we do
- A supportive team who will work with and alongside you to achieve the very best
- Teachers' career average pension scheme with a generous employer contribution
- Central Oldham location, close to good transport networks, less than 7 minutes from nearest bus or tram stops.

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The Cranmer Education Trust follows Safer Recruitment practices. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1974, 2013 and 2020, and appointment is therefore subject to satisfactory Enhanced Disclosure form the Disclosure & Barring Service.

The successful candidate must be available for new staff induction days on Thursday 28th and Friday 29th August 2025.

Applications must be received by **9am on Thursday 6th February 2025.**

Interviews for this post will take place on **Tuesday 11th February 2025.**

Thank you for your interest. We look forward to hearing from you.

Yours faithfully



Mrs Allison Ash, MA, NPQH
Headteacher, The Brian Clarke CE Academy





“As a member of the founding team I have had the pleasure of growing the BCA family. Our talented team of support staff, teachers and leaders provides the most supportive professional environment you could wish for; one where you can flourish and progress in your career.”

Mrs R Dickinson, Director of English

“Working at Brian Clarke is special. We are part of building a legacy. We are cultivating a culture that is ambitious for all stakeholders. The staff support for one another is really special; we are one team. Be part of our journey!”

Mr A Ahmed, Head of Year 8 and Teacher of RS



“Brian Clarke is a truly special place. Brilliant staff and students, and a wonderful culture and routines that allow EVERYONE to shine!”

Mrs J Carey, Library Manager & Worship Coordinator

“Beautiful building, lovely children and the most supportive colleagues I have ever worked with!”

Mrs F Briggs, Science Teacher



Additional benefits when working with The Brian Clarke CE Academy

Here at The Brian Clarke CE Academy, we provide a competitive salary, plus extra benefits when joining us and for years of service.

Work life, health and work/life balance

- Free parking on site, but also within 5 minutes' walk of Oldham Bus Station, and 7 minutes' walk from King Street Metrolink tramp stop.
- Regular Staff Fellowship activities for socialising and wellbeing.
- Annual leave allowance for non-teaching staff rising in line with years of service.
- Flexible working arrangements for non-teaching staff, and a supportive culture to ensure all teaching staff are able to work with the flexibility they need.
- Employee Assistance Programme, Health One by TELUS Health. This includes an app with wellbeing assistance, latest updates on The Cranmer Trust health initiatives, advice for carers, and fitness sessions.
- Perks, discounts and cashback offers for major retailers, holidays, restaurants and bars via the Health One app.
- A Menopause Support Programme with Newson Health

Professional development

- Ongoing, high-quality professional development opportunities
- A growing school that offers real career progression
- Weekly CPD training for all teaching staff
- An Assessment and Feedback Policy developed by teachers, for teachers.



Job description:

Second in Charge German



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Job Title	2IC German
Contract:	Permanent
Probation period:	6 months
Hours:	Full time, term time
Location:	The Brian Clarke CE Academy, Bloom Street, Oldham, OL9 6BP
Salary	MPS/UPS plus TLR 2a (£31,650-£49,084 plus £3,391)

As Second in German, you will be joining a highly motivated team of teachers. The Head of German is the co-lead on the national languages hub. Our German curriculum has been designed to ensure depth of understanding for all students and our team work collaboratively with a focus on the latest pedagogical ideas and methods.

Centralised but flexible resource planning enables teachers to teach responsively, and a sensible assessment & feedback policy ensures that students make progress at every stage and allows teachers to focus on planning excellent explanations and learning sequences. Information about our curriculum can be found here: [Key Stage 3 - The Brian Clarke Church of England Academy](#)

Job Purpose

1. To contribute actively to building, communicating and implementing the Trust's vision of Ambition, Excellence and Community and the school's commitment to all young people to 'Let Your Light Shine'.
2. To actively model and promote the values, vision and ethos of this Christian school which serves a multi-faith, multi-ethnic community.
3. To have a clear understanding of what makes outstanding educational provision and the ability, understanding and experience to lead, develop and manage staff in the department to achieve this.
4. To lead and be responsible for the quality of a key stage in the department: curriculum, pedagogy, teaching and learning, staff development and performance; pupil progress and outcomes.

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5. To deliver high quality co-curricular (period 6) and extra curricula provision so that our young people grow in learning, skills, experience and confidence.

Key responsibilities

Shaping the future: strategic direction

Under the direction of the Head of the department:

1. Ensure the provision of an academic, aspirational, broad, balanced, relevant and responsive curriculum.
2. Ensure the provision of an appropriate assessment framework that informs pupils, staff and parents what pupils know, understand and can do.
3. Lead the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies.
4. Formulate in conjunction with the subject team an annual subject improvement plan that supports the school improvement plan and priorities.
5. Support the leadership on department rewards and behaviour.
6. Contribute actively to building, communicating and implementing a shared vision of the school's future.

Leading teaching and learning

1. Be evidence informed, keeping abreast of local, national and global sources of credible information and using this to inform teaching and learning, curriculum, assessment and CPD in your subject domain.
2. To be able to lead subject specific CPD in your subject domain to both develop and support staff as the team grows.
3. To understand how to effectively quality assure curriculum, teaching and learning in the department.
4. To work with new technologies and help develop their use to promote teaching, learning and experience of pupils.
5. To have knowledge of school accountability measures, data collection tools and analysis.

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Staff management and development

1. To lead, develop and enhance the teaching practice of others through the line management process.
2. To train, mentor and coach staff in the development of teaching and management skills.
3. To build capacity within the department to deliver and sustain the highest quality of provision and achievement for pupils.
4. To support the Director of the department in providing work when colleagues are absent.

Pupil progress and outcomes

1. To ensure the effective operation of target setting, monitoring and evaluation systems for the key stage you are responsible for.
2. To understand strategies for raising achievement and achieving excellence in the personal development of young people.

Pastoral

1. To act as a form tutor and to carry out duties associated with that role, including delivering the pastoral curriculum, monitoring attendance and punctuality, communicating with parents, internal and external agencies as appropriate.
2. To model, implement and champion consistently the 'Brian Clarke Way Every Day' within the department and across the school so that effective learning can take place.

Marketing and liaison

1. To contribute to the school liaison and marketing activities for example providing news for social media, the website, contributing to newsletters to parents.
2. To contribute to the effective promotion of the department at Open Days / Evenings and other events.

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3. To contribute to the development of effective subject links with partner schools and the community according to school policy.
4. To actively promote the development of effective subject links with external agencies and organisations.

This post is subject to an enhanced DBS disclosure check through the Disclosure & Barring Service.

This job description is a guide to the duties and should be read in conjunction with the accompanying person specification (please see next page).

In your application form please demonstrate how you meet these criteria. Do not include a curriculum vitae.

Any candidate with a disability who meets the essential criteria will be guaranteed an interview.

In your application form there will be a section about Knowledge and Experience. In this section, please explain to us as fully as you can how you meet the criteria listed in the Person Specification below. Use real-life examples of your work and its impact where possible.

The Person Specification for this role continues on the next page.

Person Specification:

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Person Specification – Second in Department	Essential or Desirable	How identified Application (A)/ Interview (I)
Educational Qualifications		
Good honours degree (or equiv.) in relevant subject	E	A
PGCE or equivalent and Qualified Teacher Status	E	A
Relevant and successful teaching experience	E	A
Higher degree or further professional qualification	D	A
Relevant experience in team-leadership/ project leadership which has had an impact on both pupils and teachers	E	A/I
Teaching and Learning		
An exceptional teacher in your own right with a proven track record of impact on progress for the pupils you teach	E	A/I
Aware and knowledgeable about best practice in your curriculum area, pedagogy, and how to support and develop staff	E	A/I
Experience in supporting/mentoring/coaching staff	D	A/I
A broad awareness and understanding of educational research on 'what works' in improving curriculum, pedagogy and teaching and learning.	E	A/I
Track record of success which has improved provision, progress and outcomes	D	A/I
Data-smart: able to use data analysis and ask the right questions to promote thinking and improvement	E	A/I
Track record of effective and successful project input, and contributions to change with some change leadership	E	A/I
Track record of leading successful extra/co-curricular provision	E	A/I
Knowledge, understanding and some direct experience of Initial Teacher Training and the Early Career Framework	D	A/I
Personal and Professional Qualities		
Strategic, future-orientated, able to balance long and short-term horizons	E	A/I
Intellectually and organisationally agile and well-organised: open to new directions, continuously pro-active and thinking ahead, whilst planning and structuring what needs to be done to translate aspiration into reality	E	A/I
Outstanding communicator: persuasive and inspiring at a group level, with high emotional intelligence and influencing skills 1:1 and with smaller groups	E	A/I
A good networker: flexible, receptive, persuasive	D	A/I
Resourceful and creative	E	A/I
Excellent time manager	E	A/I
Resilient, intuitive, tactful	E	A/I
Ethos		
Ability to support, uphold and model the Christian ethos of the school within a multi-faith, multi-ethnic school community	E	A/I
The ability and willingness to lead Christian worship with integrity. All staff are fully supported in leading worship by the school's Worship Coordinator	E	A/I
Safeguarding		
Committed to the protection and safeguarding of children and young people	E	A/I

Person Specification:

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How to apply

We only accept applications via our online portal, careers.cranmereducationtrust.com.

Applications must be received no later than **9am on Thursday 6th February 2025**.

Interviews for this position will be on **Tuesday 11th February 2025**.

If you have any questions or queries, or would just like to chat about the role, please get in touch via e-mail on headteacher@brian-clarke.org.

We look forward to hearing from you!