

# Recruitment 24/25

Teacher of English



**Minsthorpe**  
Community College





# Vision & Mission



## Vision

Minsthorpe Community College:  
A place where everyone plays a part in strengthening our learning community through motivation, commitment, and care.

## Mission

### Students

At Minsthorpe, we motivate students through an engaging curriculum which promotes lifelong learning. We provide exciting educational opportunities and an ethos of care, guidance and support for all. We know that students learn best in a safe, calm and orderly environment and our rewards and sanctions support this. We expect that students are committed to their own learning and progress and to achieving their future aspirations.

### Governors

At Minsthorpe, the Governing Body is committed to challenging the College Leadership to secure the highest standards of education for the students of our community. It oversees the financial performance of the College, ensuring that budgets are well spent. Governors expect that all stakeholders work together in the best interests of the students to motivate and care for each other.

### Parents and Carers

At Minsthorpe, we value the contribution our caring parent body makes to their child's education, as we work together to motivate and support each student in reaching their full potential. We want parents and carers to work with us in ensuring their child is safe and happy. We expect the full commitment of parents and carers in ensuring their child attends regularly and on time; completes home learning; wears the correct uniform; is fully equipped and ready to learn and behave the Minsthorpe Way.

### Staff

At Minsthorpe, we invest in the recruitment, development and retention of caring professionals who are committed to constantly reviewing and improving the quality of learning, teaching and support. We expect that staff are motivated to work collaboratively in setting high expectations for all students with a relentless focus on student learning and progress.





**Mr Mark Gilmore & Mrs Rachael Merritt**  
Joint Principals



Minsthorpe Community College

# Welcome

## Dear Applicant

Thank you for your interest in Minsthorpe Community College. We hope that the information contained within this pack will help you decide if you have the right qualities, skills, and experience to apply for our vacancy.

Minsthorpe Community College is a very special place. Between us, we have more than 40 years' experience working here. When we became Joint Principals in April 2019, we wanted to bring to life the vision and values that we truly believe make this College and its community the amazing place that it is. At Minsthorpe Community College our core values of motivation, commitment and care permeate through everything we do. They are brought to life in all aspects of our College life and not just put up on the walls as decoration. Our vision for Minsthorpe will only ever happen when we live through these values which we hold dear.

Minsthorpe's core values are built on our response to the following question. As a parent, looking for a school, college, or university for our own children, what is it that we actually look for in a place? Firstly, we want a place where our children love to learn; somewhere where they get up every morning and want to go to, where they are motivated in all the subjects they study and where there is a wide range of extra-curricular activities for them to enjoy. Secondly, we want to find a place where they will get a world-class education, where teachers and students are committed to achieving the very best to move them to the next phase of their education. Finally, we want a place that will look after our loved ones. A place where people care for each other and put an arm around someone if they are in need. We want to know that there is always an adult available whenever needed and where children will make friends that will last a lifetime.

Our vision for Minsthorpe is that every single person has a part to play in strengthening our learning community. Students, staff, parents, and governors all have a crucial role to play each and every day. We say to our students that we all have different talents and whether you are an amazing mathematician or can speak a foreign language, whether you are a great footballer or a talented tennis player, whether you love reading, are passionate about the environment or have an incredible singing voice, everyone has a part to play here. We are ambitious for our students to be the best that they can be. We want them to be motivated to come to College, committed to their education and to care for each other.

We are seeking to appoint staff who will share this vision and work with us to make it a reality. At Minsthorpe, we invest in the recruitment, development and retention of caring professionals who are committed to constantly reviewing and improving the quality of learning, teaching and support. We expect that staff are motivated to work collaboratively in setting high expectations for all students with a relentless focus on student learning and progress. In return, you will benefit from working with caring colleagues who will support you in your role and your personal and professional development.

If you would like to arrange a visit to the college, we would be more than happy to show you around so you can get a feel for who we are.

Email [enquiries@minsthorpe.cc](mailto:enquiries@minsthorpe.cc) and we will arrange a convenient time for you to come and visit Minsthorpe Community College. We look forward to hearing from you.

**Mr Mark Gilmore/Mrs Rachael Merritt**  
Joint Principals



## Why work at Minsthorpe?

Minsthorpe Community College is a large, vibrant, and inclusive community college with a student body of over 1500 students ranging from 11 to 19 years. We have six primary schools in our pyramid and are pleased to welcome children from neighbouring areas.

We have a highly skilled team of teachers and associate staff that always act in the best interest of the students. We offer excellent facilities for learning and teaching with dedicated blocks for each subject area as well as community dimensions including a sports & fitness centre and a children's centre.

Students enjoy a range of extra-curricular and enrichment opportunities which complement their learning. Minsthorpe Community College secures great GCSE and Post 16 results year on year allowing students to progress into higher education and employment.

Minsthorpe Community College places at the heart of its development a commitment to high quality professional development for all staff who join the college. We understand that by investing in our staff we will create an organisation with a shared vision and mission.



**"There is a focused, purposeful atmosphere around the school, which is underpinned by the school's vision of motivation, commitment and care."**

Ofsted, 2023



## As a college we are committed to provide the following **benefits for employees:**

- The opportunity to work in a well-resourced, forward thinking, and rewarding environment.
- Excellent facilities for learning and teaching with dedicated blocks for each subject area.
- Free membership of our state-of-the-art on-site Sports & Fitness Centre for full-time, permanent employees, as well as the facility of an on-site Children's Centre.
- Comprehensive induction and on-going opportunities for Professional Development.
- Excellent care and support for all staff, including access to an Employee Assistance Programme for employees and their immediate family.
- Access to the Local Government Pension Scheme (associate staff) or Teachers' Pension Scheme (teachers).
- Nationally agreed terms and conditions in relation to pay and conditions for teaching and associate staff.



## Learning and Teaching the Minsthorpe Way

Teachers and Student Support colleagues at Minsthorpe Community College strive to plan and deliver lessons to a consistently high standard rooted in fundamental Core Principles of effective pedagogy. We insist on excellent standards of behaviour for learning from all students and it is our daily goal to inspire students to learn & think critically, challenge & support them to achieve and make progress and equip them with the necessary skills to be lifelong learners and effective members of society.

**"Pupils are confident, well-mannered and eager to share their opinions. They work hard in lessons and are keen to succeed."**

Ofsted, 2023



Staff address any misbehaviour, including low-level disruption to learning, appropriately. Pupils behave well.

Ofsted, 2023

## Curriculum

At Minsthorpe Community College our core values of Motivation, Commitment and Care are at the heart of everything we do. Our curriculum intent is to raise the achievements and aspirations of all learners through the delivery of a highly personalised, broad, ambitious, and inclusive curriculum that:

- Deepens students' understanding and develops their knowledge and skills in all subject areas
- Ensures students are literate and numerate
- Enriches students' learning experiences
- Builds students' character
- Empowers students to realise their education and employment potential beyond Minsthorpe Community College

## Be Fair Everywhere

We have high expectations of all our students at Minsthorpe Community College and **BE FAIR EVERYWHERE** supports students to understand how we expect them to behave in lessons and around the College site. Parents are asked to watch the relevant **BE FAIR EVERYWHERE** video with their child to ensure they are clear about our expectations.

"Teachers and pupils are clear about expectations and procedures through the 'Minsthorpe way' ... As a result, the school is calm and orderly."

Ofsted, 2023



# Student Support

We provide **Motivation, Commitment** and **Care** for students requiring additional support with the aim of ensuring that they achieve their best possible outcomes, transition to Post 16, and have ambitions for jobs, further education, and careers and that they can thrive as independently as possible, depending on their needs.

We are parent and child centred, work in partnership with stakeholders, and have open, robust but respectful conversations with colleagues as we all strive for those best outcomes. We are a skilled, experienced, and knowledgeable team and have good knowledge of the complex education system and can advise and support families about appropriate provisions, support and managing the bureaucratic and legislative challenges for students with **SEND**.



## Post 16

We are an inclusive Post 16 provider and cater for learners at all levels and have an established reputation for very strong exam performance, a passion for teaching and learning and an unwavering focus on helping every student achieve their best possible goals.

Minsthorpe Post 16 is committed to delivering high quality teaching which provides challenges and opportunities for individual learners. Students have the opportunity to be creative, innovative and enterprising, whilst benefiting from strong care, support and guidance. The Post 16 team continues to provide our students with support and motivation to raise their aspirations, succeed in learning and position themselves for a better future.

We have a well-established ethos of care and support. Our students and staff enjoy working together as 'Team Minsthorpe' and everyone is committed to 'Learning and Behaving the Minsthorpe Way', because we know this will deliver the best education for the young people. We cannot achieve this alone, and we firmly believe in a strong partnership between the college and everyone within our community.

**"The school has ensured that the sixth-form curriculum meets students' needs and interests ... This helps sixth-form students to progress on to higher education, apprenticeships and employment."**

Ofsted, 2023



## CPD: The Minsthorpe Way

At Minsthorpe Community College we are committed to the Continuing Professional Development (CPD) and learning of all members of staff at every career stage and level of experience. We recognise the value of evidence-informed training with an overall to impact positively on students' outcomes and experiences. We are active partners in many local networks, including the Wakefield and Selby Teaching School Hub.

---

## Associate Teams

Our core Associate staff teams consist of Administration, Finance, IT Services, and Data & Exams. These teams are based in The Hub, which is a large open-plan office in the centre of college, where they are easily accessible to offer support, advice, and guidance to staff, students and each other.

## Professional Development

Our Core Principles of Quality Learning & Teaching are formed based on a wide range of experience and expertise within Minsthorpe Community College but equally through accessing well-regarded and researched pedagogical texts. Resultant CPD will draw on these texts to form the basis of their content and delivery.

Our ongoing Professional Development & Learning programme is planned and structured to develop the knowledge and skills of teachers and student support staff around the Core Principles of Learning & Teaching whilst giving them a growing awareness of key elements. Our Early Career Teachers have full access to the UCL Early Career Framework and leaders engage with NPQ programmes to support their development.

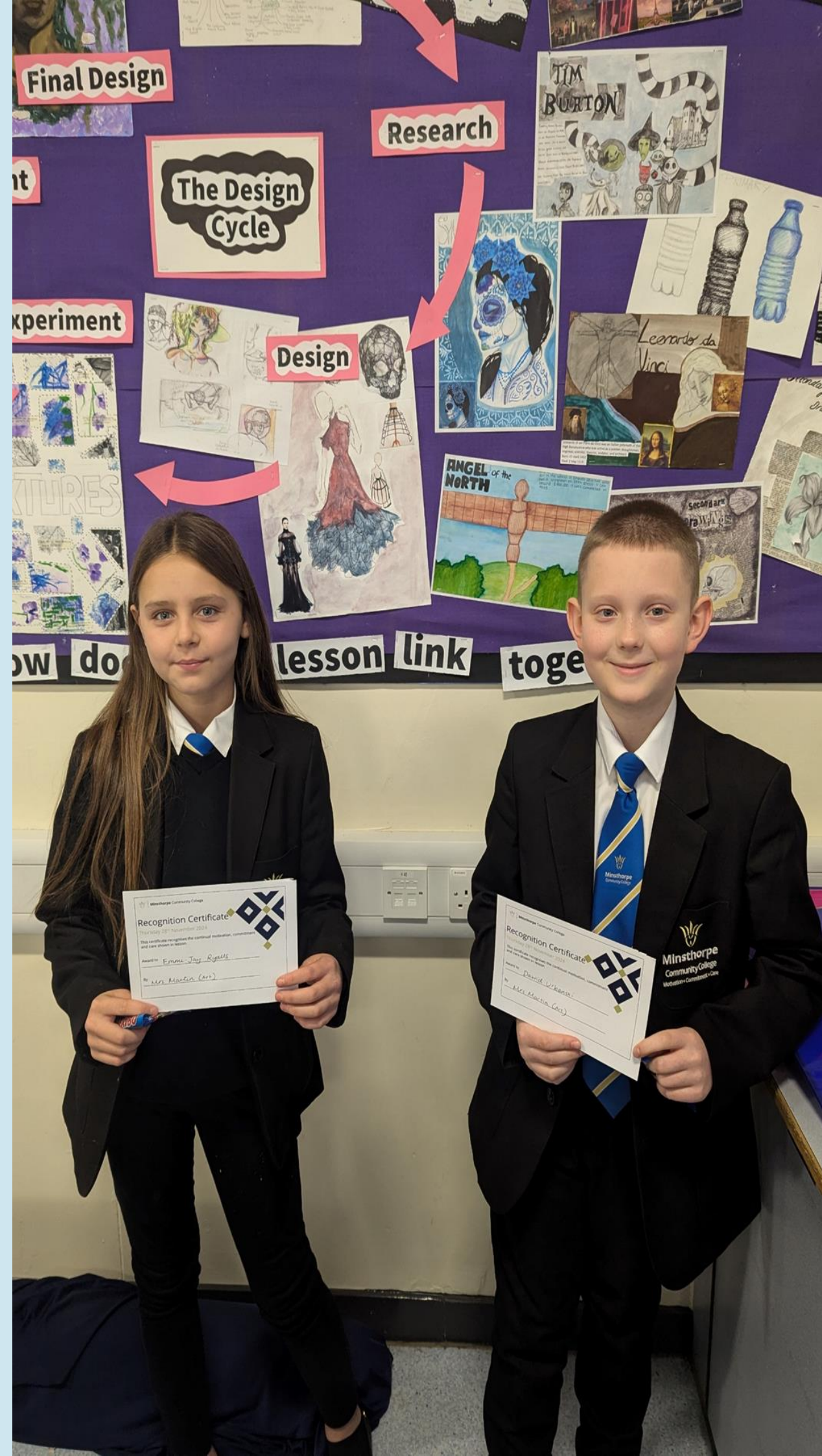




# Professional Learning and Development Associate Staff

Associate staff engage in whole College statutory training e.g., Safeguarding but equally have access to other training pertinent to their respective roles. The list below is not exhaustive but gives a flavour of the range of training opportunities available:

- Access Arrangements training;
- HLTA status
- Apprenticeships
- Team Teach
- Invigilator training
- First Aid



"The curriculum is ambitious for all pupils ... Pupils with special educational needs and/or disabilities (SEND) are involved in all aspects of school life."

Ofsted, 2023

Thank you for taking the time to read this overview of Minsthorpe Community College. We recommend that you explore our website to discover more about us: [www.minsthorpe.cc](http://www.minsthorpe.cc)

**Catherine Green**  
Director of HR & Associate Teams  
September 2024



# Teacher of English

We are looking to appoint an enthusiastic teacher to join an outstanding, hardworking, and forward-thinking curriculum area which delivers at Key Stages 3, 4 and Post 16. The department is extremely well resourced with Interactive Whiteboards in all classrooms and a dedicated ICT suite for 32 students.

Our most recent Ofsted report (2023) described us as a "Good college" who "invests in staff's development. This means that staff feel valued and are proud to work at the school ... Leader's support staff well and consider their workload and well-being."

The successful candidate will be:

- A dynamic and energetic practitioner with high expectations.
- Passionate about their subject; able to engage and inspire our students.
- A team player who will uphold our College values of Motivation, Commitment and Care.

We provide:

- A well-resourced, forward thinking, and supportive English team.
- Additional PPA time.
- Free gym membership.
- Excellent care and support for all staff including Employee Assistance Programme.
- Comprehensive induction and on-going opportunities for Professional Development.



## MPR/UPR Full time Temporary Required for Easter 2025

This post is suitable for new entrants to the profession as well as experienced teachers and offers an excellent opportunity in our popular and happy College. Teachers in their first two years of teaching will be entitled to a full induction period under the Early Career Framework. This will include additional PPA time and a dedicated ECF mentor. We use UCL for our ECF CPD provider and align with the Exchange Teaching Hub for our Appropriate Body.

The successful candidate will have to meet the requirements of our Person Specification and be subject to an enhanced DBS check. A prohibition from teaching check and an online search will also be completed for all applicants.

Minsthorpe Community College is committed to equality of opportunity and upholding the principles of the Equality Act 2010. We positively welcome applications from all sections of the community. Only applications submitted with a completed Minsthorpe Academy Trust Application Form will be considered.

Full-time permanent employees are provided with free membership of our state-of-the-art Sports & Fitness Centre, as well as the facility of an on-site Children's Centre.

Further particulars for this post can be obtained by visiting our Web Site at [www.minsthorpe.cc](http://www.minsthorpe.cc)

If you would like to arrange a visit to the college, we would be more than happy to show you around so you can get a feel for who we are. Email [enquiries@minsthorpe.cc](mailto:enquiries@minsthorpe.cc) and we will arrange a convenient time for you to come and visit Minsthorpe Community College.

Please send completed application forms to Cath Green, Director of HR & Associate Teams: - [cgreen@minsthorpe.cc](mailto:cgreen@minsthorpe.cc) by midday -Monday 27<sup>th</sup> January 2025



# Job Description

## Overall Purpose of the Post

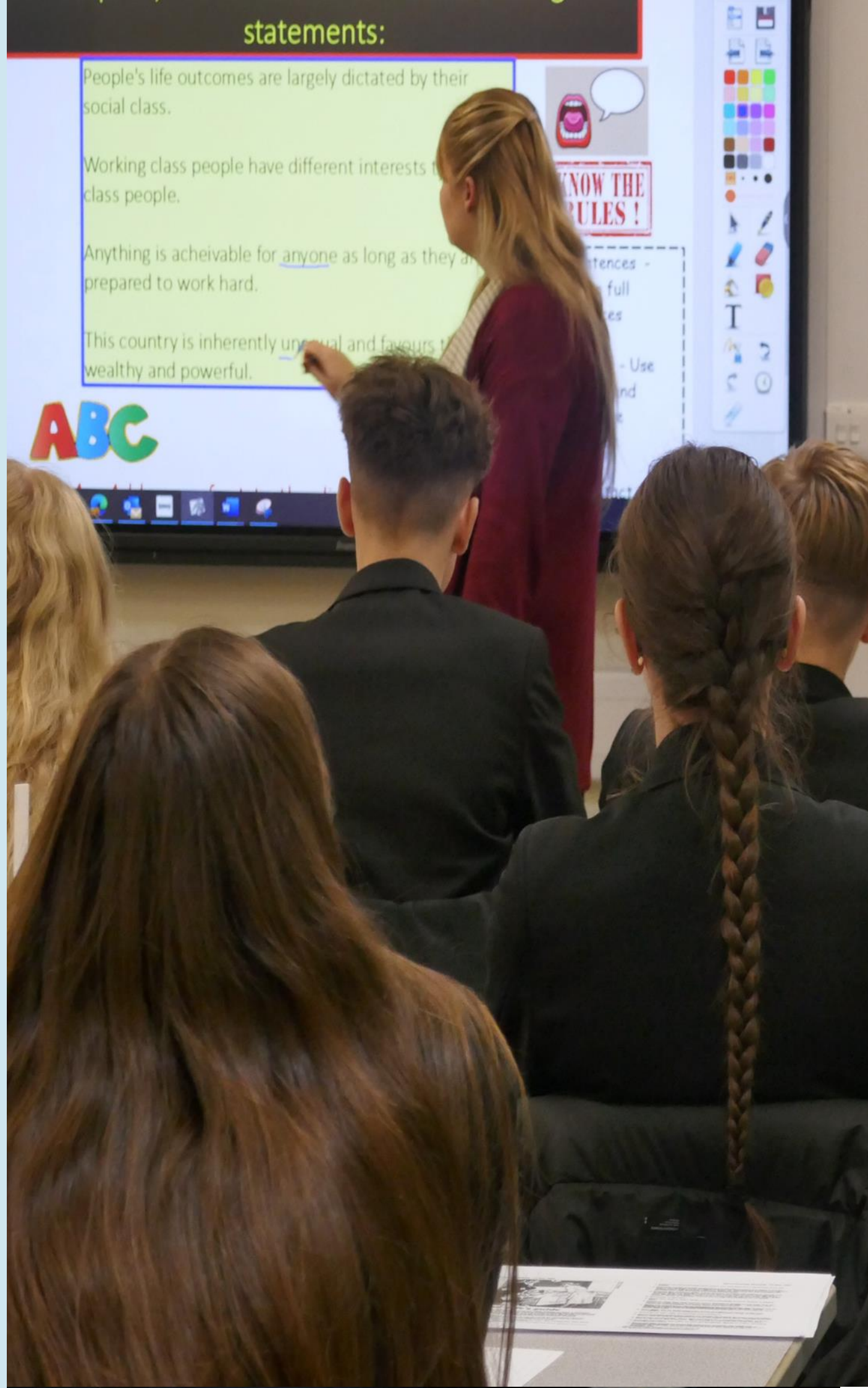
To carry out the professional duties of a teacher as circumstances may require and in accordance with the college's policies under the direction of the Principals.

To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, take responsibility for professional development and has students who achieve well.

All adults working in, or on behalf of the college have a responsibility to safeguard and promote the welfare of children. This includes:

Responsibility to provide a safe environment in which children can learn and develop.

To identify children who may be in need of extra help or who are suffering, or are likely to suffer significant harm. All staff then have a responsibility to take appropriate action to prevent concerns from escalating, working with services as needed.



## Employment checks required

Proof of eligibility to work in the UK

Proof of relevant qualifications (original certificates)

Two satisfactory references

DBS Enhanced Disclosure check

A Prohibition Order check and online search

A medical assessment prior to commencement of employment.



# Key Accountabilities

To assist in the formulation of the aims and objectives of the curriculum area within the overall college aims and objectives.

To contribute to the teaching of the subject throughout the college, providing a learning experience which provides students with the opportunity to achieve their potential.

To contribute to and implement methods of student assessment, monitoring and reporting and contribute to raising standards of student attainment.

To review your own professional development and maintain professional standards

To contribute to the development of appropriate subject syllabuses, materials and schemes of work which fulfil the requirements of the national Curriculum and which match the college and area aims and objectives, taking into account students' aptitudes and abilities.

To support other members of the curriculum area and students as appropriate.

To contribute to an annual review of the subject and curriculum area and discuss with Team Leaders/Assistant Leaders future developments.

Actively to participate and contribute to the general management of the college by:-

- maintaining good order and discipline among students;
- safeguarding their health and safety on the premises and off the premises when engaged in authorised activities;
- contributing to discussions on matters of college policy, curriculum and organisation.

To play a part as appropriate in the development, consolidation and evaluation of cross-curricular developments by close liaison with other staff.



# Duties and Responsibilities

To be involved in links as appropriate with outside groups including feeder schools, higher education and industry and commerce, in order to enhance curriculum continuity and enrich the learning experience.

To assess and mark students work (classwork, homework etc), Key Stage tests and Examinations and keep a record of marks in line with subject and area policy and recording procedures.

Complete the appropriate documentation in the Lesson Record Folders.

To supervise the use and care of all teaching rooms used, and areas used by the subject and enhance them with appropriate display work.

To supervise the work of any support staff and supply teachers as required.

To help supervise the work of any technical staff supporting the area.

To be a Group Tutor of an assigned Group and to carry out related duties in accordance with the job responsibilities of a Group Tutor.

To carry out a share of supervisory duties in accordance with published rotas.

To participate in appropriate meetings with colleagues, parents and other outside agencies/persons, relative to the above duties and responsibilities.

Other duties commensurate with the grade of the post as directed by the Principal/Line Manager.



# Person Specification

## Education, Training and Qualifications

Qualified Teacher Status.  
Recognised degree or equivalent in relevant subject.  
Evidence of continuing professional development.

## Experience

Exemplary classroom practitioner.  
An awareness of curriculum issues relating to relevant subject area.  
Meeting the needs of students with SEND.  
Pastoral work in a school setting.  
Commitment to safeguarding and promoting the welfare of students.  
Internal assessment of controlled assessment/coursework.



## Skills and Knowledge

An ability to lead and inspire students of all abilities.  
An ability to establish clear expectations and constructive working relationships amongst staff and students.  
Differentiate teaching so that all students experience stretch and challenge in lessons.  
Evidence of working through sequences of lessons and developing schemes of work.  
Set challenging targets for students and analyse data to inform teaching.  
Proven communication, organisational and interpersonal skills.  
An ability to work effectively as part of a team but also to be able to work independently.  
An ability use ICT in the classroom to create an inspirational and creative learning environment.

## Personal Attributes

Confidence, flexibility, and adaptability.  
Empathy for students, parents, staff, and the community.  
Good communication skills.  
Energy and commitment.  
High expectations of students and their behaviour.  
Ability to share practice and contribute to subject decision making.  
A commitment to equal opportunities.  
Maintains high professional standards.  
Enjoy working alongside young people and adults.  
Be supportive of the aims and ethos of Minsthorpe Community College



# Overview of Curriculum Area

You will be joining a professional, committed group of teachers who work hard to ensure that the students have every opportunity to learn and benefit from their experience in English lessons. The team are hoping an enthusiastic and conscientious applicant will relish the challenge of working with our students and will be willing to strive for high standards of professional expertise. Learning and teaching is at the heart of everything this department does - potential candidates should be prepared to engage, discuss, and learn from their colleagues in order to maintain the strong outcomes this department consistently delivers.

## Accommodation

The English block has 15 English rooms, (each fitted with an interactive whiteboard), a purpose-designed ICT room and a curriculum base with storage and photocopier.

## Staffing

At present, there are thirteen full time teachers of English. The Curriculum Team Leader (Laura Smith) is supported by KS3, KS4 and KS5 Coordinators as well as a Learning and Teaching TLR holder/ Literacy Lead.

The department's success is underpinned by regular, high quality, subject specific training. All TLR holders lead on areas of departmental training and dedicated curriculum time is used to standardise student work, develop subject knowledge and to share teaching strategies.

Many of the team are external examiners for AQA, ensuring that our curriculum knowledge remains up to date. We often benefit from the experience of examiners in delivering departmental training and we strategically plan subject knowledge enhancement to complement our curriculum.

Minsthorpe Community College is the host school for a large initial teacher training programme; the department often plays host to trainee teachers with opportunities and responsibilities of training trainee teachers delegated across the department.

## Culture and Ethos

The department's main aim is to maximise the achievement of every individual student, irrespective of background. Its other aims are: to inspire, challenge and engage students in their learning; to offer all students a guaranteed, full and rounded entitlement to learning; to foster their creativity; to help them to develop the literacy skills that they need in order to access the full curriculum; and to inspire students with a love of language and literature that will last a lifetime.

## Curriculum

The college operates a 3-period day, with each period lasting 100 minutes. All students enjoy five periods of English over the two-week timetable. The KS3 curriculum is planned so that it meets the statutory requirements for English in The National Curriculum as well as the needs of all students in Years 7 and 8 (and from next year, Year 9). KS3 students spend one lesson a fortnight focussing on the explicit development of reading and comprehension skills, as well as grammatical proficiency. For students who require more intensive support to improve reading ages, we use the Lexia programme for 30 minutes every lesson to accelerate reading progress. In KS4, students work towards the AQA English Literature GCSE and AQA English Language GCSE. All schemes of work are shared, and a great wealth of resources are available for all teachers to use and adapt to suit the needs of their groups. We have a consistent approach to assessment, which is planned in accordance with the long-term plans, to ensure a consistency of experience for students and expectation for staff workload.

The English Department are exceptionally proud to offer two successful A Level courses- English Language (AQA) and English Literature (B Spec AQA) and there are opportunities to develop expertise and experience in the delivery of both courses.

Also, at Post 16, the Level 2 GCSE and Level 1 and Level 2 Functional Skills programme offers the students, who were unsuccessful in securing a "standard pass" in Year 11, the opportunity to re-sit English Language in Year 12.

The curriculum is also planned to meet the department's commitment to delivering cross-curricular strands such as ICT, SMSC and careers. Opportunities to meet these obligations are highlighted in the individual Schemes of Work.

## Laura Smith Curriculum Team Leader English

