



**The Blue Coat
School**

Teacher of English



PROUD TO BE PART OF
Cranmer
Education Trust

May 2026

Dear Potential Candidate

Thank you for your interest in the post of Teacher of English at The Blue Coat School <http://www.blue-coat.org>

We are proud to be an Ofsted Outstanding, vibrant and welcoming 11-18 Church of England school with over 1,700 students of diverse faith, culture and background. We are consistently the highest attaining state secondary school in Oldham and amongst the highest in the country.

From humble beginnings, we have become one of the biggest, and most successful schools in the country. The school has a national reputation for high-quality teaching and learning, pastoral care, consistently high examinations results, and outstanding progress. Our most recent Ofsted Inspection, in 2022, judge the school to be outstanding in every category. We are a National Teaching School Hub and as a result are currently supporting almost 600 ECT's and their mentors across 187 Schools.

Blue Coat is dedicated to serving young people, to enable them to become everything they can be and everything they are meant to be. We are a Church of England school that welcomes other Christian denominations, and of other faiths, and none. Our Anglican beliefs, values and worship are the core of our life together in school.

Our aim is that all our pupils become good human beings, good friends, neighbours, 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. Pupils who are happy and secure in their school learn well and become successful people. High-quality pastoral care is at the core of the school.

The Blue Coat School is part of The Cranmer Education Trust, a strong multi-academy trust based in Oldham and Rochdale, with partnerships that extend into Tameside, Manchester, Stockport and beyond in the East Greater Manchester/ Pennine/ Lancashire region. We are committed to our local and regional area and the diverse communities that our schools serve, and to the training and professional development of all the people who work in schools to provide the quality of education, inspiration, and nurture that our young people need and deserve.

We are looking to appoint an exceptional teacher to join our English Department. We want to appoint someone who is passionate and enthusiastic about English and who also has a genuine love of their subject that they want to share with our young people. We want to appoint someone who will inspire our young people to see the value and joy that an understanding and interest in English Language and Literature can add to their lives.

Continuing our legacy of excellence.



The Blue Coat School

English is a popular and valued subject at Blue Coat. The successful candidate will be joining a large, knowledgeable, experienced, and professional department and in this environment, they will be able to grow and develop as a professional as they are supported to teach across Key Stage 3, 4 & 5.

Our department of 11 teachers are all English specialists which provides the platform for thoughtful, intelligent, inquisitive and professional dialogue about what makes exceptional English teaching.

Our curriculum is underpinned by a consistent pedagogy that understands how pupils learn and a rigorous approach to building character and resilience. Our curriculum is also designed to inspire and enthuse our young people. Designated curriculum time (in addition to PPA) is also provided to the English Department once a fortnight to allow them to discuss and shape the curriculum and how best to deliver it. Our English staff report that they get just as much fulfilment, nourishment and professional development from these conversations, as our young people do as they progress through the curriculum.

The successful candidate will teach English across Key Stage 3 and 4 and there is also the opportunity to teach at Key Stage 5. We have enough strength and depth within our department to shape the teaching commitment of the successful candidate to their strengths. This may mean that they teach across all three Key Stages immediately or it may be that this is something that they aspire to in the future with guidance and support.

This role is suited to teachers at all stages of their career - those who are just starting out or those who seek further professional development, opportunities and growth in an outstanding school and an exceptional English Department.

The successful candidate will be joining a knowledgeable, experienced, tight-knit and professional department and will be able to grow and develop as a professional, as they are supported to teach across Key Stage 3, 4 and 5.

In brief we are looking for:

- A teacher committed to ambition, excellence and community who will work with staff across the school to drive the growth and development of The Blue Coat School as an outstanding provider for our young people.
- An inspiring informed educationalist with a clear understanding of what makes outstanding educational provision within English.
- Someone who will do their utmost to ensure that all of our young people leave with a love and passion for English that they will take with them into their adult lives.
- Someone who will inspire pupils and the staff they work with, and build strong relationships with our parents, carers and community partners.
- Someone who is seeking professional growth and development and who aspires to leadership roles in the future.



The Blue Coat
School

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. The person specification sets out the key experience, commitment and essential professional skills and qualities that we are looking for.

The person specification sets out the key experience, commitment and essential professional skills and qualities that we are looking for.

Full details about the post and application form are available from: [Cranmer Education Trust Vacancies](https://www.cranmereducationtrust.org/vacancies)

If you would like to discuss the position further, please contact hr@blue-coat.org to arrange a call with the Head of Department.

We look forward to hearing from you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'R Higgins'.

Mr R Higgins
Headteacher



**The Blue Coat
School**



Job Advert

“Pupils, and students in the sixth form, flourish at this school. They are immensely proud of their school and its history. Pupils experience an ambitious curriculum that is successfully designed to build a deep and secure body of knowledge over time. They are exceptionally well prepared for the next stage in their education.” (Ofsted 2022)”

Role: **Teacher of English**

Salary: **MPS/ UPS: £32,916 - £51,048**

Contract: **Permanent**

Start Date: **01 September 2026**

We are seeking a well-qualified, enthusiastic and inspiring Teacher of English to join our high-achieving department on a permanent basis. The successful candidate will have the opportunity to teach across the full 11-18 age and ability range.

We are looking for someone who:

- Has experience of teaching English Language and Literature in a secondary school (as a QTS or ECT),
- Is committed to English and can enthuse and inspire young people across the full 11-18 age and ability range,
- Is a lively, engaging and inspiring classroom practitioner who can build positive relationships with students,
- Is a team player with a positive, can-do approach,
- Is willing to contribute to enrichment and extension activities within the department.

Working for The Blue Coat School 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.

There are 10 schools in our trust, both primary and secondary schools, across Oldham and Rochdale. The trust also incorporates a teacher training school and the East Manchester Teaching Hub, which support the training and development of new and existing teachers across the North West of England. For further details please visit: [Cranmer Trust Vacancies](#)





**The Blue Coat
School**

This position will be based at The Blue Coat School, Oldham, but may from time to time require travel as necessary to collaborate with other schools which are all locally based.

We offer:

- Opportunities for professional development in a growing Trust
- 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

The Blue Coat School 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 1975, 2013 and 2020 and appointment is therefore subject to a satisfactory enhanced disclosure from the Disclosure & Barring Service.

For further information please refer to:

- The Cranmer Education Trust's Safeguarding and Child Protection Policy [Trust Policies | Cranmer Education Trust](#)
- The Trust's statement on the employment of ex-offenders, in the vacancy Supporting Documents section.
- The job description and person specification for further information regarding the safeguarding responsibilities of the role.

Follow the link [Vacancies](#) to apply for this vacancy. Please note CVs are not accepted.

Closing date for applications:	**Monday 18 May 2026 @ 09:00
Interviews:	w/b 18 May 2026
Start Date:	01 September 2026

The Cranmer Education Trust is an equal opportunities employer and will provide reasonable support to disabled applicants throughout the recruitment process.

**** Applicants are advised to submit their applications at the earliest opportunity. The Trust reserves the right to close the vacancy prior to the advertised deadline should a high volume of applications be received.**



**The Blue Coat
School**



**The Blue Coat
School**

English Department

English is a gateway subject, enabling success in reading, writing and critical thinking throughout academia. The English department is currently made up of eleven full-time specialist teachers. The leadership structure is well established and experienced, with a Head of Department and a Second in Department. Each key stage has a dedicated lead teacher responsible for curriculum, data and assessment. This vibrant department provides all teachers with opportunities and support to take the lead in areas of interest, contributing directly to their professional development.

English is a highly successful department, characterised by strong teamwork and excellent professional relationships. Collaboration lies at the heart of our practice: staff contribute collectively to the development of high-quality curriculum resources and materials through a culture of shared expertise. Continuing professional development is integral to our work; we pride ourselves on outstanding, research-led CPD that explores the core of English Language and Literature, identifying the most powerful knowledge to secure pupil success.

Through our SCITT programme, staff have opportunities to train aspiring English teachers, developing their leadership and mentoring skills. In addition, experienced ECT mentors are well established within the department, supporting new teachers to develop their practice using cutting-edge educational research. Regardless of experience, the successful applicant will be offered extensive opportunities to develop professionally across all key stages at Blue Coat.

The English department benefits from a dedicated teaching area: all teachers have their own classrooms, as well as access to an English department workroom. Classrooms are fully equipped with interactive whiteboards and visualisers.











Within English at Blue Coat, we aspire for our pupils to *do more and be more*. As such, we offer a wide range of extracurricular opportunities, including reading clubs, writing interventions, A Level reading support, and GCSE enrichment lectures. Pupils are encouraged to engage with the wider academic community and to participate in local and national competitions, including *Poetry By Heart* and *Rhetoric By Heart*.

The English department is a lively, passionate and ambitious team of dedicated professionals who inspire and enthuse students to enjoy English both in and beyond the classroom, while actively supporting their cultural and personal development.












Key Stage 5	A* - A				A* - B			
	2022	2023	2024	2025	2022	2023	2024	2025
English Language	14%	11%	0%	0%	41%	33%	20%	14%
English Literature	47%	21%	33%	33%	71%	74%	67%	67%

Key Stage 4	9-7				9-4				Progress 8			
	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
English Language	39%	22%	24%	29%	92%	87%	83%	88%	0.80	0.50	0.37	0.73
English Literature	43%	36%	29%	34%	92%	88%	84%	93%				

KS3 Curriculum Map 2023-24

	Half term 1	Half term 2	Half term 3	Half term 4	Half term 5	Half term 6
Year 7	Myths and Legends: The Iliad 	Myths to Medieval 	The Tempest: Renaissance 		Romanticism 	
Year 8	Frankenstein 		Rhetoric through time 		Dystopian Fiction 	
Year 9	Othello 		The Crucible 		Modern Voices: Things Fall Apart 	

KS4 Curriculum Map 2024-25

	Half term 1	Half term 2	Half term 3	Half term 4	Half term 5	Half term 6
Year 10	Paper 2 Section B - Non-Fiction writing Spoken Language Endorsement 	An Inspector Calls 	Macbeth P1SB Descriptive writing  		Paper 1 - Section A Fiction <i>Childhood, poverty and discrimination</i> 	Power and Conflict Poetry 
Year 11	Paper 2- Non-fiction Section A, power and corruption A Christmas Carol 	A Christmas Carol Mock exams 	Power and Conflict Poetry 	Unseen poetry 	Revision and exams 	



Job Description

Role:	Teacher of English
Salary:	MPS/UPS
Working Pattern:	Full Time
Contract:	Permanent
Responsible to:	Head of Department & Director of Learning

Purpose of Post

1. To plan and teach a broad, balanced, relevant and differentiated curriculum within a designated subject area(s) such that all students are included, challenged and supported, and so that all can progress and achieve.
2. To monitor, review and support the overall progress and development of students as a teacher and as a pastoral tutor.
3. To seek to inspire in students, as teacher and tutor, a love of learning and to foster imagination, creativity, confidence, independence and respect for others.
4. To share and support the school's ethos of faith, vision and nurture and to commit to the highest standards of achievement and personal growth and development for students - mind, body and soul.

Generic Responsibilities

All teachers are required to carry out the duties of a School Teacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the School.

Teaching & Learning

1. To maintain a thorough and up-to-date knowledge of the teaching of one's subject(s) and the wider curriculum developments which are relevant to the teacher's work.
2. To consistently and effectively plan lessons to meet pupils' individual learning needs, using a range of appropriate strategies for teaching and classroom management.
3. To consistently and effectively use information about the prior attainment of students to set well-grounded expectations for pupils, and monitor progress to give clear and constructive feedback.
4. To ensure that the learning environment is organised, attractive and stimulating.
5. To maintain high standards of behaviour, attendance and punctuality, in accordance with school policy and procedures.
6. To prepare and update subject materials.
7. To set and mark homework according to school policy.
8. To comply with Health and Safety policy and undertake risk assessments as appropriate.



Marking, Assessment & Reporting

1. To make and assess students' progress according to whole-school policies and as requested by external examination bodies.
2. To maintain appropriate records and provide relevant accurate and up-to-date information to support the overall monitoring of students' progress according to school policy.
3. To complete accurately reports on pupils' progress for parents according to school policy and the school calendar. To communicate with parents of students about their progress as appropriate and according to school policy.
4. To take part in liaison activities including Parents' Evenings, Open days/evenings, review days.

Departmental

1. To assist in the development of curriculum, schemes of work, assessment policies and teaching and learning strategies in the department.
2. To support the department's effective organisation and management.
3. To contribute to the department's improvement planning.
4. To liaise professionally with other colleagues across the school, and external agencies as necessary.
5. To contribute to the department's enrichment of extra-curricular opportunities for students.

Pastoral

1. To be a form tutor to an assigned group of students.
2. To uphold the Christian ethos the school and ensure that all pupils experience a meaningful daily act of worship. Tutors should attend year, school and chaplaincy assemblies and sit with pupils as a community worshipping together. To contribute to Year assemblies. On the days when pupils are not involved in a school, Year or chaplaincy assembly, tutors should ensure that time is set aside with the tutor group for reflection and quiet prayer, following school worship policy.
3. To conduct a termly / annual review with each individual student according to school policy.
4. To monitor the progress against targets of students in the tutor groups.
5. To monitor homework by checking and signing homework diaries.
6. To monitor the event log, information slips and use of the merit system to maintain a profile of form members, and plan interventions as necessary if a student appears to be underachieving, referring any concerns to the Director of Learning as pastoral line manager.
7. To help collate and act on any information passed on which concerns students within the tutor group.
8. To contribute to induction days as required.
9. To help prepare students for transition as required.
10. To prepare UCAS references and help students with personal statements (6th Form personal tutors).
11. To oversee the welfare and discipline of every form member and report any concerns which might need parental / external agency involvement to the Director of Learning. Any issues of Child Protection must be reported immediately to the Social Inclusion Officer and / or Deputy Headteacher responsible for student welfare. Tutors should never promise absolute confidentiality.
12. To register pupils accurately using the school systems, follow up punctuality and chase up absence notes in the first instance.
13. To uphold the school's rules on uniform, checking students' appearance daily and issuing sanctions if students are in default, according to school policy.



Pastoral - continued

14. To develop a sense of community and active citizenship within the form group and year, and taking active responsibility with the students for the appearance of the form room.
15. To organise the election of form captains.
16. To ensure that time is created for students to discuss social, moral and environmental issues, that pupils are encouraged to support and take part in activities which involve them working with the wider community and with charitable activities, and that such activities are understood by the pupils to be active citizenship.
17. To ensure that home-school communications are efficient, and encourage good and positive relationships with parents, guardians and carers.
18. To attend Year meetings and contribute positively to the team.
19. To fulfil supervision duties in school in line with published duty rotas.
20. To contribute to the pastoral team's enrichment programme for students.

Personal & Professional

1. To participate professionally in the school's performance management systems.
2. To take responsibility for personal professional development.
3. To take part in professional development activities and inset organised by the school.
4. To make an active contribution to the policies and aspirations of the school.
5. To mentor ITT candidates/NQTs as part of whole-school policy.
6. To contribute to whole-school activities and enrichment for students.
7. To undertake any other duty as specified by STPCB not mentioned.
8. To actively promote and comply with safeguarding and child protection legislation in all areas of responsibility and in line with school protocols.
9. To support the school's Health, Safety and Welfare policy and be aware of the responsibility for personal Health, Safety and Welfare and that of others reporting any hazards.

Specific Responsibilities

1. Your timetable and details of students are to be found via the school's MIS.
2. Your form register and pupil details are to be found via SIMS.
3. Duty rotas are published by the pastoral line-manager. Assembly rotas published by the School Chaplain.
4. Departmental priorities for this year to which you will be asked to contribute.
5. Pastoral priorities for this year to which you will be asked to contribute.

Whilst every effort has been made to set out the main duties and responsibilities of the post, each individual task undertaken may not be identified.

This job description is a guide to the duties and should be read in conjunction with the accompanying person specification.

The post is subject to an Enhanced DBS including a check against the children's barred list.



Person Specification	E	D	A/I/LO
Educational Qualifications			
Good honors degree in a English Literature or Language, or a joint degree in which English is a major component	✓		A
PGCE in English	✓		A
Qualified to teach 11-18	✓		A
Experience			
Relevant experience of teaching English language and literature in a secondary school (as a teacher or as a student teacher)	✓		A
Professional Knowledge & Skills			
Passionate commitment to English language and literature and the ability to enthuse and inspire young people across the age (11-18) and full ability range	✓		A/I
Sound understanding of the effective English pedagogy	✓		A/I/LO
Sound knowledge and understanding of the English curriculum and how it is changing at GCSE, and potential implications for Key Stage 3.	✓		A/I/LO
Lively, engaging and inspiring classroom practitioner who can build positive relationships with students.	✓		A/I
Educational philosophy of the whole child and a commitment to pastoral responsibility as a form tutor	✓		I
Able to support actively with the Christian ethos of the school	✓		A/I
Good interpersonal skills, the ability to empathise with young people and build positive relationships with students and colleagues	✓		A/I
A team player with a can-do approach	✓		A/I
Willingness to contribute to enrichment and extension activities	✓		A/I/LO
Professional reliability re: attendance, punctuality and deadlines	✓		A/I
A commitment to personal, professional development and becoming the best that you can be	✓		A/I
Energy	✓		A/I/LO
Perseverance	✓		A/I/LO
Displays commitment to the protection and safeguarding of children and young people	✓		A/I

Essential:	E	Desirable:	D	Application:	A	Interview:	I	Lesson Observation	LO
-------------------	----------	-------------------	----------	---------------------	----------	-------------------	----------	---------------------------	-----------

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