



**Blackburn Central**  
High School



# Teacher of English

## Candidate Pack



Part of the

**Oak**   
Learning Partnership

# Teacher of English

## Welcome from the Headteacher

Dear Candidate,

I am delighted that you have shown an interest in applying for this key post at our Ofsted rated GOOD school. We believe that our students should receive an excellent education with opportunities to succeed beyond their potential, encouraging them to become confident, independent young adults, balanced by compassion and respect for others.

I am immensely proud of our OFSTED inspection in December 2022, which graded Blackburn Central High School as "Good." This outstanding achievement is a testament to the dedication, hard work, and commitment of our exceptional staff, students, and parents/carers who collectively contribute to our school's success. The Ofsted report commends our school by informing us that: 'Pupils are proud to attend this school. They have warm and trusting relationships with staff. Pupils told inspectors that they appreciate the family atmosphere of the school, where everyone is equally valued. Leaders and governors have high expectations of what pupils can achieve. Pupils respond positively to the challenges set for them. They enjoy learning and achieve well.'

BCHS has the ambition, the expertise and the determination to ensure that our outcomes will continue to improve alongside developing the character education of our students. To do this, it is vital that we attract the right calibre of professional to work alongside our dedicated team of staff.

Blackburn Central High School is seeking to appoint a creative and enthusiastic Teacher of English to deliver high-quality lessons at KS3 and KS4, ensuring students achieve their full potential. The role involves delivering engaging lessons, assessing student progress, and contributing to continuous improvement within the faculty. You will work closely with the Director of Learning for English to monitor attainment and support student development. The ideal candidate will be committed to fostering a culture of learning, achievement, and personal growth in line with the school's ethos.



# Teacher of English

## Welcome from the Headteacher

Every member of staff receives bespoke CPD. We empower staff to take ownership of their career progression and we invest significantly in training, outreach work, nationally recognised leadership qualifications and research projects linked to the needs of our students and the school. Your wellbeing and professional development, in order to enhance your career, is a priority for us.

We continually monitor and pursue opportunities to manage workload effectively and promote a working environment that is supportive, enjoyable and positive for all. We are looking for a colleague who shares the clear vision that the child is at the heart of everything we do. One who can enjoy positive, professional relationships with young people and who demonstrates high levels of resilience and emotional intelligence. Every child is entitled to an outstanding education where they have excellent opportunities to achieve beyond their potential. We strive to develop the aspirations and values of every student and member of staff.

As a part of the Oak Learning Partnership, we are proud of what we have achieved so far and excited by the continuous improvements and changes here at Blackburn Central High School. This appointment will form a key element in the next phase on our journey. If you would like to join our excellent team, then we would like to hear more about you.

Visits to the school, prior to application, are both welcomed and encouraged. Please contact the school on **01254 505700** or by e-mailing **info@bchs.co.uk** to arrange an appointment.

**We ask that you do not send CV's, please complete and send your application form and a personal statement to [hr@oaklp.co.uk](mailto:hr@oaklp.co.uk)**

I hope that when you have read the information enclosed, you will be encouraged to apply for this very important post. We look forward to receiving your application. Please visit our school website for further information. **[www.bchs.co.uk](http://www.bchs.co.uk)**

Mrs Shanaz Hussain  
**Headteacher at Blackburn Central High School**







**"Pupils are proud to attend this school. They have warm and trusting relationships with staff. Pupils appreciate the family atmosphere of the school, where everyone is equally valued."**

Ofsted Report, December 2022.

**Inclusion** is at the  
**heart** of our trust

## Introduction to Our Trust

**Dear Candidate,**

Thank you for your interest in this post at Blackburn Central High School, part of Oak Learning Partnership.

Our trust is cross phase and consists of primary, special, and secondary schools. We have a vision to transform lives through a highly inclusive approach. 'Inclusion is at the heart of our trust'. Which means we are compassionately rigorous and support all of pupils to reach their full potential, we have unconditional positive regard, leave no one behind and everyone is welcome.

Our schools work closely with one another; they collaborate with purpose, support each other and share collective systems across both educational and business provisions. But it's also important to us that each school has their own identity and individuality. We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need in order to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people ensuring they feel valued, and their well-being is always considered. We understand that if staff feel valued and if the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the Trust and have a clear vision, this role is a key part of our growth strategy and could be an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, are highly ambitious, passionate about doing things with integrity and have a healthy sense of humour.

If you want to make a difference to young people and join a trust at an exciting part of its journey, we would love to hear from you.

For further information about the trust please visit our website:  
**[www.oaklp.co.uk](http://www.oaklp.co.uk)**

*James F-Smith*

**James Franklin-Smith**  
**CEO of Oak Learning Partnership**

**Oak**   
Learning Partnership

[oaklp.co.uk](http://oaklp.co.uk)





**"Diversity is not just tolerated at this school, it is celebrated. Pupils and staff have won national recognition for the work that they have done to promote inclusion."**

Ofsted Report, December 2022.



# Teacher of English

**Salary:** Main Pay Scale 1 – Upper Pay Scale 3 (£31,650 - £49,084).  
(Possibility of a TLR for the right candidate).

**Hours:** 1265 hours per annum as per the Teacher Pay and Conditions.

## Job Description

**Normal place of work:** Blackburn Central High School, although you may be asked to contribute towards trust wide projects.

**Normal working hours:** 1265 hours per annum as per the Teacher Pay and Conditions.

**Responsible to:** Director of Learning - English

### PURPOSE OF THE POST

- Your core purpose is to teach English. You will teach across the ability range of the School, delivering agreed Schemes of Work, and to carry out the duties of a classroom teacher. As part of an on-going review of monitoring of student progress, you have three core roles within the faculty:
  - Making judgements about the standards of students' achievement.
  - The teaching and learning of students in your care.
  - Contributing to sustainable improvement by achieving those targets for improvement set by the head of the faculty.
- Meet the professional standards for teachers at the relevant career stage expectations. To carry out the duties of a school teacher, in accordance with the provisions of the School Teachers' Pay and Conditions' Document.

### MAIN DUTIES AND RESPONSIBILITIES

#### The Role

- Develop a culture of learning and achievement.
- To facilitate and encourage learning which enables students to achieve the highest possible standards: to share and support the corporate responsibility for the well-being, education and discipline of all students.

#### Judging Standards

- You will work with the Director of Learning for English to make secure judgements about the standards of students' attainment, rates of progress and personal development within your classes, on the basis of evidence gathered from:
  - Analysis and interpretation of data on students' attainment.
  - Reviews with your Director of Learning of your assessments of progress for classes, identified groups and individual students.

## **Teaching and Learning**

- You are accountable for the quality of teaching and learning within your classroom. Your understanding of what makes effective teaching in English and the sharing of that with other colleagues is a core part of this role.
- As a classroom teacher you are to carry out the day to day duties which include:
  - using knowledge of school policy, plan, deliver, evaluate and assess lessons differentiated to meet the needs of individuals and groups promoting progression, continuity and quality of learning;
  - using a variety of suitable teaching and learning styles and clearly communicate learning objectives and expectations;
  - taking every opportunity in all school activities to raise standards of literacy, numeracy, ICT and other key skills to give students access to all curriculum areas as well as enabling them to become lifetime learners;
  - using relevant classroom management strategies to ensure a purposeful environment for teaching and learning to take place;
  - using agreed procedures for assessing, recording and reporting on progress and attainment of students;
  - preparing students for internal and external tests and examinations informing and using whole-school data to raise expectation and standards of achievement;
  - setting and effectively marking homework;
  - working as a team member, planning co-operatively, sharing information, ideas and expertise;
  - playing an active part in school meetings and working groups.

## **Sustainable Improvement**

- You will need to ensure that the review, construction and resourcing of your lessons bring about improvements.
- You will agree targets for raising students' attainment in the classes you teach.
- You will work with other members of the English team in the development of the new Programmes of Study, Schemes of Work and lesson plans for the School lesson delivery structure in preparation for the new qualifications at Key Stages 4.

## **General Duties**

- You will work in accordance with current health and safety requirements: Governing Body, DFE, and Government policies.
- You will abide by the Conditions of Employment set out in the relevant paragraphs of the School Teachers' Pay and Conditions document in operation at the time when you are carrying out your duties.
- You will carry out any other duties relevant to your post designated by Senior Staff and the Director of Learning.
- To participate in induction and / or Teacher Appraisal arrangements.
- To take an active part in the pastoral care and discipline of students within your classes and set appropriate sanctions as set out in School policies.
- To carry out the role of Progress Tutor, according to the School policy.
- To carry out a share of supervisory duties in accordance with the duty rota schedules.

## **Relationships**

- You are responsible to the Director of Learning within the English Faculty.

## **Additional Note**

- The above represents a broad outline of the duties and responsibilities currently attached to the post of Teacher of English. Depending on the needs of the School, these may be altered from time to time in accordance with the conditions set out.



## **Strengthening the Community**

- To be a professional advocate for the school in all contexts.
- Establish effective partnerships working with external agencies.

*This appointment is with the Governing Body of the school. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future.*

*You are to carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.*

*This appointment is subject to the terms and conditions outlined in the employee's Contract.*

# Teacher of English Person Specification

| CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Experience, Qualifications and Training:</b> On their application form, candidates will demonstrate that they have the following training, qualifications and school experience:                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                          |
| ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | DESIRABLE                                                                                                                                                |
| <ul style="list-style-type: none"> <li>• A degree qualification in English or a related subject.</li> <li>• Qualified teacher status.</li> <li>• Track record of improving outcomes and raising standards in English at Key Stage 3 and 4.</li> <li>• Track record of delivering outstanding teaching.</li> <li>• Innovation and creativity to enthuse and engage learners.</li> <li>• Commitment to team working.</li> <li>• Track record of raising the profile of English.</li> </ul>                      | <ul style="list-style-type: none"> <li>• Evidence of continuous professional development.</li> <li>• Leadership responsibility within a team.</li> </ul> |
| CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |
| <b>Ability, Skills and Knowledge:</b> In their statement of suitability and during the selection process, candidates will demonstrate that they have the following ability, skills and knowledge:                                                                                                                                                                                                                                                                                                             |                                                                                                                                                          |
| ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                          |
| <ul style="list-style-type: none"> <li>• Ability to set clear targets, track and monitor progress and develop strategies to realise goals.</li> <li>• Ability to communicate effectively with colleagues, governors and parents.</li> </ul>                                                                                                                                                                                                                                                                   |                                                                                                                                                          |
| CRITERIA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                          |
| <b>Personal style and behaviour:</b> In their statement of suitability and during the selection process, candidates will explain how they have they demonstrate their personal style and behaviour:                                                                                                                                                                                                                                                                                                           |                                                                                                                                                          |
| ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                          |
| <ul style="list-style-type: none"> <li>• Commitment and passion to improve all the outcomes for all students.</li> <li>• Highly organised, literate and articulate.</li> <li>• Highest level of professional and personal integrity.</li> <li>• A strong commitment to inclusion and overcoming barriers to learning.</li> <li>• Personal resilience, persistence and perseverance.</li> <li>• A sense of humour.</li> <li>• Commitment to continuous professional development of self and others.</li> </ul> |                                                                                                                                                          |



# Blackburn Central

High School

Aspire and achieve

**Blackburn Central High School**

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