



# RECRUITMENT PACK

## Teacher of English

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## WELCOME FROM FRANCESCA LORD, HEADTEACHER

Dear Applicant,

Welcome to the family of All Saints'.

It is both a privilege and a blessing to serve as Headteacher of All Saints' Roman Catholic High School. Our mission is clear and deeply rooted in faith — to deliver a world-class Catholic education for all and to be the beating heart of the Catholic community in the Rossendale Valley.

At All Saints', we believe that every child is made in the image of God and possesses unique, God-given gifts and talents. Our role as educators is to nurture those gifts — spiritually, morally and intellectually — so that every young person can truly “let their light shine.”

This is an exciting moment to join our school as we have just moved into our brand-new, purpose-built building, designed to provide state-of-the-art facilities that inspire teaching, learning and worship. It will be a space where our Catholic mission is not only lived but seen — from our beautiful St Theresa of Avilla Space to our exceptional classrooms and specialist facilities for every subject. You will be part of a new chapter in the life of All Saints', helping to shape our future and the lives of the young people we serve.

We are immensely proud that our recent Catholic Schools Inspection (June 2025) judged All Saints' to be a Good Catholic school, recognising “the exemplary leadership of the headteacher and deputy headteacher” and the way in which “the school’s distinctive Catholic mission has created a strong sense of community and inclusive welcome.” Inspectors praised our “outstanding pastoral care” and the fact that “students are known and loved.” They described a school where “teachers believe in us and won’t let us fail.”

As a Teacher of English at All Saints', you will be central to our educational mission. English enjoys full parity with other core subjects and plays a vital role at the heart of our curriculum. The Curriculum Leader has a clear and ambitious vision for the subject, underpinned by high expectations for every learner. Students engage enthusiastically with their lessons, articulate their ideas with confidence, and understand the power of language and literature in shaping their understanding of the world. As we continue to develop and strengthen our English curriculum, you will play a key role in delivering provision that inspires, challenges and equips young people with the skills, creativity and critical thinking they need for life beyond the classroom.

Our community is built upon the Gospel values of love, truth, justice and peace. These values guide everything we do — in the classroom, in prayer, and in service to others. We are proud of our inclusive and caring ethos, our strong pastoral support, and our commitment to ensuring every student is known, loved, and able to flourish. Staff speak often of the genuine family feel at All Saints' — a school where colleagues support one another, where faith is lived, and where professional development is encouraged and celebrated.

To work at All Saints' is to join a team united by purpose and joy — a team that believes passionately in Catholic education and in the transformative power of excellent teaching. As part of the Romero Catholic Academy Trust, you will benefit from strong collaboration, professional learning opportunities, and the chance to contribute to a vibrant and growing Catholic network.

Thank you for your interest in joining our family, I wish you every success in your application.

Yours faithfully,

Francesca Lord

WELCOME FROM RACHEAL WILSON, CHAIR OF THE BOARD OF GOVERNORS

Dear Applicant,

Thank you for your interest in joining our school community. We are delighted that you are considering applying for the role of Teacher of English at All Saints Roman Catholic High School.

As Chair of Governors, I am proud to represent a governing body that is deeply committed to ensuring every student receives the highest quality education and the best possible opportunities to thrive. Our community is built upon the Gospel values of love, truth, justice, and peace, and we share a common ambition to help young people achieve their full potential—academically, socially, and personally.

Our recent Catholic Schools Inspection (June 2025) judged All Saints to be a Good Catholic school, which reflects the dedication and hard work of our staff and the strength of our ethos.

We believe that English plays a vital role in shaping well-rounded, articulate young people who can think critically, appreciate diverse voices and perspectives, and engage thoughtfully with the world around them. This is an exciting time to join our school as we continue to strengthen our English curriculum and foster an inclusive learning environment in which literature, language and creativity are valued and all students are encouraged to find and develop their voice.

If you share our passion for education and want to make a meaningful difference in the lives of young people, we would be delighted to receive your application.

Thank you once again for considering All Saints High School. We look forward to the possibility of welcoming you to our team.

Yours faithfully,

Racheal Wilson

# JOB ADVERT

**TEACHER OF ENGLISH**

**PERMANENT, FULL TIME**

**MAIN PAY SCALE – UPPER PAY SCALE**

**RESPONSIBLE TO: CURRICULUM LEADER OF ENGLISH**

**MAIN LOCATION: ALL SAINTS' RC HIGH SCHOOL**

**REQUIRED TO COMMENCE 1<sup>ST</sup> SEPTEMBER 2026**

The Board of Directors of the Romero Catholic Academy Trust, in partnership with The Governors of All Saints' RC High School, are delighted to announce an exciting opportunity for a Teacher of English to join our successful and thriving department.

All Saints' RC High School is a thriving, faith-filled community where Gospel values are lived out daily through the school's motto: "Let your light shine." As recognised in the 2025 Catholic Schools Inspectorate report, the school provides a "strong sense of community and inclusive welcome" rooted in exceptional pastoral care and a deep commitment to every child, especially the most vulnerable. Staff and students alike speak of belonging to a family where each individual is "known, valued, and loved." The school serves the Catholic community within the Rossendale Valley and has strong partnerships with its seven Catholic feeder primary schools.

English lies at the heart of school life, with a curriculum that is ambitious, engaging and designed to develop pupils as confident readers, writers and speakers. Students enjoy their English lessons, valuing opportunities to explore a wide range of texts, express their ideas clearly, and make meaningful connections between literature, language and the world around them. Students are taught in mixed-ability groups from Year 7, reflecting the school's inclusive ethos and commitment to ensuring that every child can thrive. The English department continues to refine and strengthen its curriculum, offering a rich and carefully sequenced programme that develops literacy, creativity and critical thinking.

A love of reading, language and communication is actively promoted throughout the school year, with opportunities for pupils to engage in enrichment activities that celebrate literature, oracy and writing. The school has entered an exciting new chapter with its move into a purpose-built building designed to enrich teaching and learning across all subjects. For a Teacher of English, All Saints' offers the opportunity to be part of a dedicated and collaborative team within a joyful, values-led community that nurtures pupils to flourish academically, personally and socially.

If you are an inspirational teacher who is motivated by faith, driven by excellence and committed to nurturing the potential of every young person, we would be delighted to hear from you. This is a wonderful opportunity to make a real difference — to be part of a school that is flourishing, ambitious, and ready for the future.

Both ECTs and experienced teachers are encouraged to apply. We offer an excellent ECT Induction Programme as well as excellent professional development opportunities.

If you feel you have the right skills and attributes we are looking for, then we will be delighted to hear from you. Visits to the school are warmly welcomed and can be arranged by contacting the school office on **01706 213693** or [office@allsaintshigh.lancs.sch.uk](mailto:office@allsaintshigh.lancs.sch.uk).

Full details and recruitment monitoring forms are available from the Romero Catholic Academy Trust website: [www.romerocat.com](http://www.romerocat.com) or the school website [www.allsaintshigh.lancs.sch.uk](http://www.allsaintshigh.lancs.sch.uk).

*We are committed to safeguarding and promoting the welfare of young people and expect all staff to share this commitment. The successful applicant will be subject to an Enhanced DBS check.*

<b>Closing Date</b>	Monday 16 <sup>th</sup> March 12pm
<b>Shortlisting Date</b>	Thursday 19 <sup>th</sup> March
<b>Interview Date</b>	Thursday 26 <sup>th</sup> March

## TEACHER OF ENGLISH

### JOB DESCRIPTION

#### JOB PURPOSE

The Teacher of English will teach pupils aged 11–16 across Key Stages 3 and 4, delivering high-quality, engaging and intellectually rigorous lessons in English Language and Literature. The postholder will contribute to the development, organisation and administration of the English department, supporting the ongoing refinement of curriculum and pedagogy.

Working collaboratively with the Curriculum Leader for English and colleagues across the school, the successful candidate will play a key role in ensuring that English continues to make a strong and meaningful contribution to the school's mission and curriculum. Through high expectations, effective teaching and a commitment to inclusion, the Teacher of English will support pupils in developing confident literacy skills, critical thinking and a lifelong appreciation of language and literature.

#### MAIN DUTIES AND RESPONSIBILITIES

Your duties and responsibilities will include:

#### TEACHING

- To follow the teaching and learning approaches adopted in the subject area as directed by the Curriculum Leader
- To make effective use of planning, preparation and assessment time (PPA) to plan lessons and required adaptations for learners within those classes.
- To maintain high expectations for all students regarding behaviour, punctuality to lessons and attitudes to learning
- To use the school behaviour and reward policy appropriately to ensure an effective learning environment for all students.
- To demonstrate appropriate consistent progress for all pupils, particularly those within the Inclusion group
- To support the effective use of any Teaching Assistants assigned to work in your lessons
- To contribute to the development of the subject area by sharing examples of effective practice and supporting with planning of lessons/Schemes of learning when requested by the Curriculum Leader
- To work collaboratively with colleagues within and outside your subject area to improve teaching and learning throughout the school
- To adhere to the data/record keeping systems across the school and use appropriate data to inform planning and adaptations for students
- To ensure work is marked, assessed and recorded appropriately in line with curriculum and whole school expectations and deadlines

- To use assessment data to inform planning, drive progress, and secure excellent outcomes for all pupils.

### **PROFESSIONAL DUTIES**

- Maintain and build upon the standards and professional duties as outlined in Teachers' Pay and Condition
- Work collaboratively within a forward thinking and supportive team, contributing to a culture of professional excellence and continuous improvement.
- Play an active role in the school's journey towards becoming 'Exceptional', contributing to departmental and whole-school initiatives to continue to raise standards.
- Take part in the school's appraisal procedures and participate fully in school and Trust-wide CPD, demonstrating a commitment to reflective practice, self-improvement, and innovation in teaching.
- Engage proactively with pupils and families to build strong, positive relationships that support learning, wellbeing, and personal development and contribute to a positive school community.
- Support and promote the school's SHINE values and uphold its ethos of high ambition, inclusivity, and care for every member of our community.

### **SAFEGUARDING, HEALTH AND SAFETY AND COMPLIANCE**

- Uphold the school's commitment to safeguarding and promoting the welfare of children and young people
- Follow all safeguarding policies and procedures; all employment is subject to an Enhanced DBS check
- Ensure the highest standards of professionalism, integrity, and accountability in all aspects of the role.



## TEACHER OF ENGLISH

### PERSON SPECIFICATION

<b>Qualifications</b>	<b>Essential (E) Desirable (D)</b>	<b>Evidenced by: Application (A) Certificate (C) Interview (I) Test (T) Reference (R)</b>
<b>Qualifications and Training</b>		
Qualified Teacher Status	E	A / C
Degree in relevant subject	E	A / C
Commitment to ongoing professional development	E	A / I
<b>Knowledge and Experience</b>		
Strong understanding of English curriculum at Key Stages 3 and 4	E	A / I
Knowledge and application of a range of teaching and learning strategies that raise student attainment	E	A / I
Experience of teaching English across the age and ability range	D	A / I / R
Experience of contributing to curriculum development or enrichment activities	D	A / I / R
Understanding of the current OFSTED framework and expectations	D	A / I
<b>Skills and Abilities</b>		
Ability to plan and deliver high-quality and engaging lessons	E	A / I / R
Strong classroom management and behaviour management skills	E	A / I / R
Ability to use assessment data to inform classroom practice	E	A / I / R
Ability to tailor plans and interventions to individual pupils	E	A / I
Strong written and verbal communication skills	E	A / I / R
Effective organisational and administrative skills	E	A / I / R
Ability to work collaboratively as part of a department and wider school team	E	A / I / R
Competent use of ICT to support teaching and learning and produce reports	E	A / I / R
<b>Personal Qualities</b>		
A passion for English and promoting a love of all elements of the subject	E	A / I / R
A reflective and resilient professional approach	E	A / I / R

Warmth, empathy and the ability to build positive relationships with pupils and families	E	A / I / R
Maintain confidentiality at all times	E	A / I / R
Creativity and willingness to contribute to wider school life (e.g. clubs, trips, liturgies)	D	A / I / R
Commitment to the Trust's ethos and values	E	A / I
<b>Other</b>		
Commitment to safeguarding and protecting the welfare of children and young people	E	A / I
Commitment to equality and diversity	E	A
Commitment to health and safety	E	A
<b>Note: We will always consider your references before confirming a job offer in writing</b>		
Prepared by:	HR Team	Date: November 2025

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#### EQUAL OPPORTUNITIES

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

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#### HEALTH AND SAFETY

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

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#### SAFEGUARDING COMMITMENT

The Trust is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure. An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

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#### ATTENDANCE

Good attendance enhances the service delivered by the Trust, minimises staffing difficulties and ensures best value to the schools. It is essential that applicants for positions in the Trust can evidence a previous satisfactory attendance record/commitment to sustaining regular attendance at work.

## TEACHER OF ENGLISH

### HOW TO APPLY

If you would like to find out more about the position, please contact Mrs Sharon Groom on 01706 213693 or [office@allsaintshigh.lancs.sch.uk](mailto:office@allsaintshigh.lancs.sch.uk).

**Full details and application forms are available from our website: [www.allsaintshigh.lancs.sch.uk](http://www.allsaintshigh.lancs.sch.uk).**

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**Completed application forms and associated documentation should be returned to the School Operations Manager, Kate Hodson via e-mail: [office@allsaintshigh.lancs.sch.uk](mailto:office@allsaintshigh.lancs.sch.uk).**