



Hard work

Trust

Fairness

MARSDEN HEIGHTS COMMUNITY COLLEGE

RECRUITMENT INFORMATION PACK

TEACHER OF ENGLISH

CLOSING DATE: 19TH MAY 2025

INTERVIEWS: W.C. 22ND MAY 2025

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Welcome

Marsden Heights
COMMUNITY COLLEGE

Marsden Heights Community College joined United Learning in November 2020. In 2023, following rapid improvements, Ofsted inspected the school and rated it **Good** in all areas.

At Marsden Heights we believe that children deserve the very best of all that has been “thought and said” in every subject area by the careful selection of our core knowledge. We desire to support our pupils to grow into confident, creative and resilient adults who have a lifelong love of learning. We seek to ensure that our pupils are effective communicators, active participants and independent learners who can take their next steps into an increasingly uncertain world with secure knowledge from the range of subjects we offer.

In order to support our pupils in their academic and personal development, we believe it is essential they experience a wide range of opportunities. Our commitment to ‘Education with character’ provides wider opportunities for our pupils to access a well-rounded curriculum that extends learning beyond the classroom.

The college’s focus on learning is the driving force behind everything that we do and students are offered a diverse and challenging curriculum both inside and outside the classroom. We have high expectations and we make no apologies for being very demanding of our students and our staff, as only the best will do for our children.

Honesty, respect and trust are important to us, as is being prepared to learn and take on new challenges. We know that no one is the ‘finished article’ and we strive to do our best for our students every day. We are a welcoming school and if you join us, you will experience our ‘no blame’ culture, where everyone works together for the good of the students. It is essential that you have a restless determination and belief that all students can and will perform to the highest level.

As a United Learning academy whose motto is ‘The Best in Everyone’ you will be someone who wants the very best for all young people, irrespective of their background. We are earnest in our commitment to safeguarding our young people.

I hope you find the information you need in the accompanying pack and am sure you will find other useful information from visiting our website. You are also warmly invited to contact us by phone or visit Marsden Heights Community College ‘in action’ and meet our fabulous pupils and staff. Please visit our website:

www.marsdenheights.co.uk

I look forward very much to welcoming you to our school.

With kind regards



James Delve, Principal



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Our Ethos & Values

At Marsden Heights Community College, our vision is work together to ensure that every pupil reaches their full potential every day and is prepared for life after school.

Our Ethos	Our Values
<p>Pupils are proud to be members of Marsden Heights Community College and aspire to demonstrate these characteristics in lessons and beyond:</p> <p>AMBITIOUS To achieve the best.</p> <p>CONFIDENT To have the courage of their convictions and to take risks in the right cause.</p> <p>CREATIVE To imagine possibilities and make them real.</p> <p>RESPECTFUL To be respectful in all that they do.</p> <p>ENTHUSIASTIC To seek opportunity, find what is good and pursue their talents and interests.</p> <p>DETERMINED To overcome obstacles and reach success.</p>	<p>We foster an environment where our values are at the core of everything we do:</p> <p>HARD WORK We encourage and support hard work, teaching pupils resilience and inspiring them to strive for their goals and future success.</p> <p>TRUST We build trust through open communication, integrity and mutual respect, creating a safe and supportive community.</p> <p>FAIRNESS We promote fairness so that every student is treated equally, and offer opportunities for growth and success for all, regardless of background or ability.</p>

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The Role

Teacher of English

Salary: Teacher Pay scales – PT1 (£35,000) – EPT3 (£51,000) plus benefits including: Teachers Pension, Health Care Cash Plan, Generous Staff Discount scheme, 3 extra inset days for planning, at least one personal leave day per year.

We are seeking to appoint a dynamic, enthusiastic and influential Teacher of English. The successful applicant must have the drive and desire to be consistently outstanding. You will be someone who shares our moral purpose of ensuring that all our young people receive the best education possible in a supportive environment from people who care about them. You will be passionate about your subject and will inspire our students to be so as well.

The successful candidate must:

- Someone who is passionate about English and who will inspire our students to be.
- Perfected skills in securing outstanding progress and attainment with all groups, at KS3 and KS4.
- Someone who shares our moral purpose of ensuring that all of our young people receive the best education possible in a supportive environment from people who care about them.
- Evidence of good to outstanding teaching and results.
- Excellent leadership skills and competencies.
- Have a commitment to support our enrichment programme by facilitating co-curricular clubs.

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United Learning

Marsden Heights Community College is part of United Learning, a large, and growing, group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our Group-wide intranet, our own curriculum, and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.



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Rewards & Benefits

Rewards and Benefits

Our pledge, to all our academy teachers, is that by working for us you will benefit from **more pay, more time, and more support.**

More pay...	More time...	More support
<ul style="list-style-type: none"> ■ We pay an average of 5% above national scales – the best rates of pay in the sector. ■ Cash towards medical treatment. ■ Generous staff discount scheme. 	<ul style="list-style-type: none"> ■ Three extra INSET days for planning. ■ At least one personal day a year. 	<ul style="list-style-type: none"> ■ Great training for your career. ■ Exceptional curriculum resources. ■ Expert subject advice. ■ Support for your wellbeing.

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JOB DESCRIPTION
TEACHER OF ENGLISH

Hours of work:	37.5 hours per week	Contracted weeks:	52 weeks
Supporting work/life balance:	5 Inset days per year, plus an additional 3 planning days, at least one personal day per year		
Reporting to:	Head of English	Direct Reports:	None
Remuneration Package: Teacher Pay Scales—PT1 (£35000) - EPT3 (£51,000)			
Salary:	£35,000-£51,000	Employer Pension contribution:	Teacher Pension

Post:

Teacher of English

Role Purpose:

- The education and welfare of a designated group of students in line with the curriculum and school timetable. To support the development of appropriate learning strategies within the subject area.
- To maintain up to date knowledge and understanding of the academies aims, priorities, targets and action plans and their impact on development and improvement.
- To ensure that allocated resources and accommodation are used efficiently to create an effective and stimulating environment to enhance teaching and learning.

Main Duties and Responsibilities:

- Set challenging teaching and learning objectives which are relevant to all students in their classes.
- Maintain up-to-date knowledge and understanding of the characteristics of high-quality teaching and learning for students of all abilities.
- Maintain an environment that promotes excellent learning opportunities.
- Plan for opportunities for students to learn in and out of school contexts.
- Ensure that course work, class work and homework are completed to the highest standard and implement intervention strategies as required.
- Implement strategies to identify and acknowledge achievement.
- Differentiate teaching to meet the needs of students of all abilities taking into account varying interests, experiences and achievements of boys/girls, cultural and ethnic groups to help them make progress.
- Reinforce positive attitudes towards attendance and punctuality and act when necessary.
- Ensure that student reports and assessments are undertaken in line with Academy protocol and to a set timetable.
- Contribute to Academy wide enrichment programmes.
- To serve as a group tutor and actively engage in monitoring and developing the academic, social and emotional development of designated students in line with Academy policies.
- Support the professional development of own and all colleagues, liaising with Director of Professional Development as appropriate.
- Support the training role of the Academy through the involvement with ECT/ITT/GRTP and other training routes as appropriate in conjunction with senior colleagues.

Monitoring and Assessment:

- Make use of monitoring and assessment strategies to evaluate students' progress against planned objectives.
- Use monitoring and assessment information to inform planning and teaching.
- Assess students' progress accurately against appropriate levels.
- Record students' progress and achievements systematically, providing evidence of the range of their work progress and attainment over time to inform planning.

Teaching and Class Management:

- Track and monitor attendance of form students, having initial conversations with students whose attendance falls below expected levels.
- Track and monitor progress, achievement, and behaviour of form students.
- Set high expectations for students' behaviour and establish clear guidance for classroom discipline in line with school policy to anticipate and manage students' behaviour constructively and promote self-control and independence.
- Ensure weekly routines and equipment standards are followed and high standards are maintained.
- Engage in activities and events relating to the group e.g. parents' evenings, assemblies, form group and house competitions.
- Promote active and independent learning that enables students to think for themselves and to plan and manage their own learning.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person.
- Attend and participate in regular meetings.
- To participate in training, continuous professional development and other learning activities as required.

General Duties and Responsibilities:

- This job description must be read in conjunction with the overall requirements of responsibilities identified within relevant conditions of service.
- Whilst every effort has been made to identify the main duties and responsibilities, each individual task may not be specifically identified.
- Colleagues will be expected to comply with reasonable requests from their line manager/senior staff to undertake work of a similar level that is not specified within this job description and to observe all Academy policy statements.
- Colleagues are expected to be courteous to other colleagues and provide a welcoming environment to visitors and telephone callers.
- At all times working in line with Academy policy and procedures.
- To attend staff training events as appropriate.
- To take care of own and others health and safety.
- To be aware of the confidential nature of issues relating to home/academy/parent/carer.
- The Academy will endeavour to make reasonable adjustments to the job and working environment to enable access to employment for disabled applicants or continued employment for any employee who develops a disabling condition.

PERSON SPECIFICATION

TEACHER OF English

Characteristic	Essential	Desirable	How assessed
Education and Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status Teaching Qualification in English or equivalent. Good Honours Degree or equivalent. 	<p>Additional qualification or expertise to contribute to Academy enrichment.</p> <p>Ability to contribute to other subject delivery.</p> <p>Commitment to further professional training.</p>	<p>Application</p> <p>Certificates</p>
Experience	<ul style="list-style-type: none"> Demonstrate successful KS3 and KS4 teaching experience in English Evidence of successful relationships with learners. Ability to communicate effectively with young people and colleagues. 	<p>Contribute to, where appropriate, the implementation of workplace policies and practices and promote collective responsibility for their implementation.</p>	<p>Application</p> <p>Interview</p> <p>Lesson Observation</p> <p>References</p>
Knowledge and Skills	<ul style="list-style-type: none"> Ability to teach full range of students at KS3 & 4. Understanding and commitment to the application of new technology as a tool for learning. 	<p>Promote collaboration and work effectively as a team member.</p> <p>Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice and providing advice and feedback.</p>	<p>Application</p> <p>Interview</p> <p>Lesson Observation</p> <p>References</p>
Personal Qualities	<ul style="list-style-type: none"> Good communication and organisational skills. Energy, ambition, and enthusiasm. Commitment to an inclusive ethos with the belief that every student counts. Commitment to making a difference with a positive 'can do' outlook. Ability to lead and work as part of a team. Adaptability and resilience. Commitment to health and safety. Commitment to child protection and safeguarding. 		<p>Interview</p> <p>References</p>
Special Requirements	<ul style="list-style-type: none"> Satisfactory enhanced DBS clearance. Medical clearance. 2 satisfactory references. 	<p>First Aid certificate</p>	<p>Onboarding process</p>

Marsden Heights Community College is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The academy is committed to safeguarding and promoting the welfare of children and young people and it expects all staff and volunteers to share this commitment.