



BIRKDALE HIGH SCHOOL

RECRUITMENT PACK

**PART TIME TEACHER OF ENGLISH
(MATERNITY COVER)**

Southport Learning Trust

NIHIL NISI BONUM



ABOUT US

As the only 11-16 all-boys academy in Sefton, Birkdale High School aims to be a beacon for outstanding practice in the education of boys and be the school of choice for all boys in the Southport community and beyond. We passionately believe that a single-sex setting at this particular stage of a boy's education is the ideal environment for them to grow in confidence, close the attainment gap with girls and develop their love of learning. Our boys are able to mature at their own pace, supported and challenged by staff who are experts in teaching boys, and surrounded by peers to whom they can closely relate.

Our vision is driven by the strong moral imperative that it is our mission to provide all our boys with a first class education, outstanding outcomes and better life chances. We seek to challenge stereotypes, we are ambitious for every boy we teach and we want to see a society that benefits from the contributions of our well-educated, well-rounded and empowered young men.

We believe that every child, regardless of their background, should be able to fulfil their academic potential and go on to thrive amongst the demands and expectations of life in modern Britain and beyond. The school's motto is "Aspire – Thrive – Succeed" and underpins its ethos and approach.

We aim to engage, support, stretch and challenge all boys by providing them with a range of exciting opportunities; a varied and purposeful curriculum and a strong set of core values, demanding of all its students the highest standards in all they undertake whilst supporting them in the fulfilment of their personal and academic potential.

We are proud of our academic achievements and the examinations success of our boys over the years. These achievements would not be possible without our talented and dedicated staff, who work tirelessly to engage and challenge each and every student, or without the hard work of the boys and the support of their parents and carers.

We also have a sporting record that is second to none amongst the local schools, whether on the track, the field or the court. We regularly top the local league tables and enjoy success at regional and national level too.

We strive to be an inclusive school, an outward facing centre of academic, professional and personal achievement, prepared to lead, learn from and collaborate with all available partners in the pursuit of excellence for our pupils and staff.

You would be joining the Southport Learning Trust, a family of nine schools which includes six secondary schools, two primary schools and one special school in the locality where you would gain support from a wider group of senior leaders. Schools in our Trust include Birkdale High School, Bedford Primary School, Greenbank High School, Kew Woods Primary School, Maghull High School, Meols Cop High School, Range High School and Stanley High School. Being part of a Trust would give you the opportunity to share and be involved in developing practice across multiple schools. You would benefit from an excellent Employee Assistance Programme and a commitment to your well-being and professional development. Please see separate document in relation to well-being.

Interested applicants are strongly encouraged to visit us, meet our team and most importantly, get to know our incredible students. To organise a tour ahead of application, please contact the Headteacher's PA, Karen Anslow on kanslow@birkdalehigh.co.uk

Gareth Banks
Headteacher





TEACHER OF ENGLISH (PART TIME)

“We are what we repeatedly do... therefore excellence is not an act, but a habit.” (Aristotle)

The English department strives to be at the heart of a vibrant curriculum at Birkdale High School. As a team, we are committed to ensuring that all of our boys thrive across all three core disciplines: reading, writing and oracy, to support them in all of their subjects across the curriculum but also to empower them to remain intellectually curious, lifelong learners.

All teachers within the English Department are dedicated to work collaboratively, cultivating a climate of excellence and are passionate about ensuring our boys harness a desire and enthusiasm to learn and succeed. Through our knowledge-rich curriculum, our aim is for all students to foster a genuine love of learning and to appreciate the intrinsic value of education. Learning to the point of mastery enables students to access increasingly challenging aspects of learning with confidence and apply their knowledge to a range of meaningful contexts.

We aim to ignite students’ imagination through reading for pleasure and to help broaden their understanding and perspective of the world around them.

We want students to build strong schemas throughout their learning journey, to become confident readers and critical thinkers. We want them to be able to appreciate writers’ intentions and understand how various contexts influenced their craft. In studying a range of literary canonical non-canonical texts, students will, for example, understand how allusions can enrich our understanding of the human condition, how it has helped shape our cultural heritage and how it resonates with contemporary society.

Throughout the curriculum, students encounter a diverse range of challenging texts and genres, with the intention of developing them as writers who can confidently articulate their viewpoint and express themselves imaginatively and eloquently in the written form.

In terms of pedagogy, we place a strong emphasis on direct instruction of tier two vocabulary as well as the metacognitive processes of reading and writing to build resilience. Our ethos of embracing mistakes is a crucial part of each student’s learning journey; we place value in the process of crafting and drafting, to provide opportunities for them to emulate authors’ styles and explore their own style of writing.



APPLICATIONS

CONTRACT: TEMPORARY - PART TIME (0.8) - MATERNITY COVER

CLOSING DATE: Friday 5 June 2026

INTERVIEW DATE: w/c Monday 8 June 2026

SALARY: MPS 1 - UPS 3 (£32,916 - £51,048 pa pro rata) (£26,333- £40,838 pa actual)

START DATE: OCTOBER 2026 (possibly earlier)

Prospective candidates are encouraged to submit their applications at the earliest opportunity. All applications must be completed online via the designated application portal. Please note that paper applications will not be accepted .

Applicants should select the “Apply Now” option and ensure that the application form is completed in full. It is essential that all details are accurate and that all required declarations are appropriately signed.

Candidates are required to complete a supporting statement within the application form. This statement should clearly and concisely outline your relevant experience, the contributions you can make to the role, and any particular strengths or areas of expertise you wish to highlight. The supporting statement must be tailored to the specific post and should be a minimum of 1,000 words.

Please ensure that your employment history is fully accounted for, with no unexplained gaps in your career timeline.

You must provide the details of two professional referees. One referee must be your current or most recent employer, where applicable. If you are currently employed within a school setting, one of your referees must be your Headteacher.

Appointments are subject to the successful candidate obtaining a satisfactory Enhanced Disclosure (via the Disclosure Barring Service).

PERSON SPECIFICATION

TEACHER OF ENGLISH

L - Supporting Letter, I - Interview, A - Application Form

Specification		Evidence
Ethos	<ul style="list-style-type: none"> Support for the aims and objectives of Birkdale High School A commitment to work and liaise with members of the school community 	All Essential - <i>L & I</i>
Qualifications / Training	<ul style="list-style-type: none"> Relevant subject qualification at degree level or equivalent Qualified Teacher Status Evidence of recent relevant CPD 	All Essential - <i>A</i>
Experience	<ul style="list-style-type: none"> Experience of teaching in an 11-16 school Proven successful classroom practitioner with the willingness and ability to teach a second subject 	Essential - <i>A</i> Desirable - <i>L & I</i>
Knowledge and Skills	<ul style="list-style-type: none"> A clear and compelling commitment to Teaching and Learning as key to raising attainment An up-to-date knowledge of current education thinking The ability to reflect and evaluate own practice and act upon the findings The ability to inspire students Excellent interpersonal skills reflected in the ability to work with colleagues The ability to maintain and improve high attainment standards An innovative approach to delivering the curriculum A commitment to the principles and values of an inclusive education A commitment to safeguarding and the pastoral care and personal development of students A knowledge and awareness of the issues surrounding the safeguarding of pupils in schools The ability to maintain and improve, where necessary, student behaviour The commitment and ability to embrace and implement a shared vision A commitment to providing extracurricular activities The ability to use ICT to facilitate learning 	Essential - <i>L</i> Essential - <i>L & I</i> Essential - <i>L & I</i> Essential - <i>I</i> Essential - <i>I</i> Essential - <i>L & I</i> Desirable - <i>L & I</i> Essential - <i>L & I</i> Essential - <i>I</i> Essential - <i>I</i> Essential - <i>L & I</i> Essential - <i>I</i> Essential - <i>L & I</i> Essential - <i>I</i>

JOB DESCRIPTION

TEACHER OF ENGLISH

Main Purpose	<ul style="list-style-type: none">• To teach and effectively deliver the curriculum to a range of classes throughout Key Stages 3-4.• To be accountable for student attainment, achievement and progress in the classes taught.• To evaluate the teaching and learning strategies and resources deployed.• To support the school and the Subject Leader in securing quality of education for all learners. <p>You are required to carry out the professional duties of a teacher as set out in the current school policies as well as such professional duties that the Headteacher may reasonably ask you to undertake. In addition, you are required to undertake the following responsibilities, which may or may not be included above:</p>
General Responsibilities	<ul style="list-style-type: none">• To support and promote the school's aims and objectives.• To ensure a duty of care at all times to safeguard and promote the welfare of all students.• To work within the school's Health and Safety policy to ensure a safe working environment for all students, staff and visitors.• To work within the school's Equal Opportunities policies to promote equality of opportunities for all students and staff.• To maintain high professional standards of attendance, punctuality, appearance, conduct and courteous, positive relations with students, parents, colleagues and visitors.• To actively support and promote positive professional and curriculum links across the school and with partner schools.• To actively engage with the performance management process and continue with personal and professional development.• To adhere to school policies and procedures as set out in the staff handbook and other documentation available.• To adhere to and support as appropriate school and departmental procedures regarding assessment, including preparation and entry for public examinations as specified by the boards.
Shaping the Future	<ul style="list-style-type: none">• To support the Subject Leader in providing a clear direction for the development of the school.• To ensure that work across the classes taught fully reflects the school ethos and mission statement.• To contribute to establishing the core values of the subject area and their practical expression.• To contribute to the preparation, implementation and monitoring of the subject development plan.• To support the departmental and pastoral teams in the review, implementation, development and monitoring of whole school policies which promote the school's values, aims and objectives.

JOB DESCRIPTION

TEACHER OF ENGLISH

Leading Learning & Teaching	<ul style="list-style-type: none">• To work with colleagues to formulate the aims, objectives and strategic plans for the subject which have coherence and relevance to the needs of students and support the aims, objectives and strategic plans of the school.• To ensure short, medium and long-term planning is effectively carried out and students' individual needs are met in all the classes taught.• To contribute to the development and implementation of curricular initiatives.• To ensure high standards of student attainment, behaviour and motivation through effective teaching.• To uphold the school's behaviour code and uniform regulations.
Developing self and working with others	<ul style="list-style-type: none">• To identify development needs and engage with appropriate programs designed to meet such needs.• To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with School procedures.• To lead, with support as appropriate, the professional development of staff through example, coaching, peer-support and target setting.• To plan, chair and organise meetings as appropriate.• To support the school's ITT programme as required.• To liaise with support staff, parents, governors and outside agencies.• To attend and participate in Open and Parents' evenings.• To participate in whole staff training and Continuing Professional Development.• To attend team and whole staff meetings.• To work collaboratively with all colleagues.• To encourage moral and spiritual growth and civic and social responsibilities amongst students.
Managing the Organisation	<ul style="list-style-type: none">• To ensure the highest standard of behaviour within the classes taught in liaison with the Subject Leader, Heads of Year and the Senior Leadership Team.• To use all available resources effectively and efficiently.• To actively commit to, engage with and support the school's programme of extra curricular activities.
Securing Accountability	<ul style="list-style-type: none">• To engage with the school appraisal process.• To contribute to the target setting process for the subject.• To contribute to the School procedures for lesson observation/progress reviews.• To implement School quality procedures and to ensure adherence to those within the subject area.• To monitor and evaluate own practice in line with agreed School procedures including evaluation against quality standards and performance criteria.• To provide accurate and up-to-date information for the management information system as requested by the Subject Leader, Senior Leadership Team or Governors.• To analyse and evaluate performance data provided for the classes taught.• To identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.• To update the Headteacher, Senior Leadership Team, Subject Leader and Governing Body on the effectiveness of provision for students in the classes taught.• To report to and engage with external agencies as appropriate.

JOB DESCRIPTION

TEACHER OF ENGLISH

Strengthening Community	<ul style="list-style-type: none">• To be aware of own role and responsibilities within the department and as part of the school and wider community.• To ensure effective communication/consultation as appropriate with the parents of students.• To liaise with partner schools, Higher Education, Industry, Examination Boards, Awarding Bodies, External Agencies, and other relevant external bodies, as appropriate.• To contribute to and actively engage with the school liaison and marketing activities as appropriate.• To contribute to the setting up of effective links with identified partner schools and the wider community.• To play a full part in the life of the school community and to encourage and ensure staff and students follow this example.
Other Specific Duties:	<p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.</p> <p>Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.</p> <p>The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</p> <p>This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the salary/grade and job title.</p>
Date	May 2026

WHY JOIN SOUTHPORT LEARNING TRUST?

Southport Learning Trust is an inspirational multi academy trust that stands at the forefront of educational excellence and community engagement. Southport Learning Trust is one of the largest employers in Southport and surrounding areas thanks to our collaboration of schools which include *Birkdale High, Greenbank High, Meols Cop High, Merefield School, Range High School, Stanley High, Maghull High, Kew Woods Primary and Bedford Primary School.*

Each of our schools are unique beacons of aspiration in their communities, our connectivity as a Trust makes us even stronger.

The trust is the heartbeat of the local community and its network spans over 6,700 pupils and over 800 employees. Southport Learning Trust is built on its four pillars which enables students to have access to the highest quality of education.

WATCH VIDEO



Southport
Learning
Trust



Academic
Excellence

Professional
Development

Inclusive
Education

Realising
Aspirations

Focus directly on school improvement. We are aware of the exceptional practitioners we have in the schools across the Trust. Utilising an Implementation plan focus we will liberate colleagues to prioritise collaboration as a catalyst to sustainable improvement.

'Professional Improvement is school improvement'. Creating cultures across our family of schools in which professional development is central, will ensure that we are investing in the area that research tells us has the biggest impact on student progress.

Our family of schools are all committed to inclusive education that is ambitious for all. We are driven to remove all barriers for our children and ensure they have equity in access to all areas of our curriculums and wider school life.

Committed to not only raising the aspirations of our students but importantly ensuring those aspirations are realised. Working in true partnership with our communities we will ensure our students are visionary thinkers, ambitious innovators and pioneers of the future.



**EMPOWERING OUR COMMUNITIES TO
POSITIVELY IMPACT THE WORLD**



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WHY SOUTHPORT?

Beautiful coastline: Sandy beaches and long promenade provide plenty of opportunities for relaxation and outdoor activities.

Affordable Property: Compared to larger nearby cities, Southport offers more affordable property prices.

Victorian Architecture: The town boasts a wealth of historic buildings, giving it a unique charm and character.

Green Spaces: Southport is home to a number of beautiful parks and gardens, including the Botanic Gardens and Victoria Park.

Proximity to major cities: easy access to nearby cities such as Liverpool and Manchester, making it convenient for work or more urban entertainment.

Health & Wellbeing: The coastal environment is often associated with a better quality of life, including fresher air, lower stress levels, and opportunities for outdoor fitness activities. The beach, parks, and overall tranquil setting contribute to a healthier lifestyle.

Community: The town has a strong sense of community, with various events and festivals throughout the year, such as the Southport Flower Show and Air Show. It's a family-friendly place with good schools and activities for children.



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EMPLOYEE BENEFITS INCLUDE:

Continuous Professional Development and Learning:

At Southport Learning Trust, continuous professional development (CPD) and learning are integral to enhancing a culture of growth and excellence. We will support your career aspirations and support you to thrive in your role.

Generous Pension:

Employees benefit from a generous pension scheme, with Southport Learning Trust offering a competitive contribution, ensuring that staff are well-supported in planning for their retirement. We are part of the Teachers' Pension Scheme for teaching staff and Merseyside Pension Fund for support staff.

Cycle to work scheme:

At Southport Learning Trust, the Cycle to Work Scheme offers employees a fantastic opportunity to promote healthier lifestyles while saving money. Through the scheme, staff can purchase a bike and cycling equipment tax-free, making it more affordable to commute to work sustainably.

Collaborative Working:

Collaborative working is at the heart of its culture, offering employees the opportunity to thrive in a supportive, team-oriented environment. By working together across schools and departments, staff can share expertise, best practices, and innovative ideas, enhancing both personal and professional development.

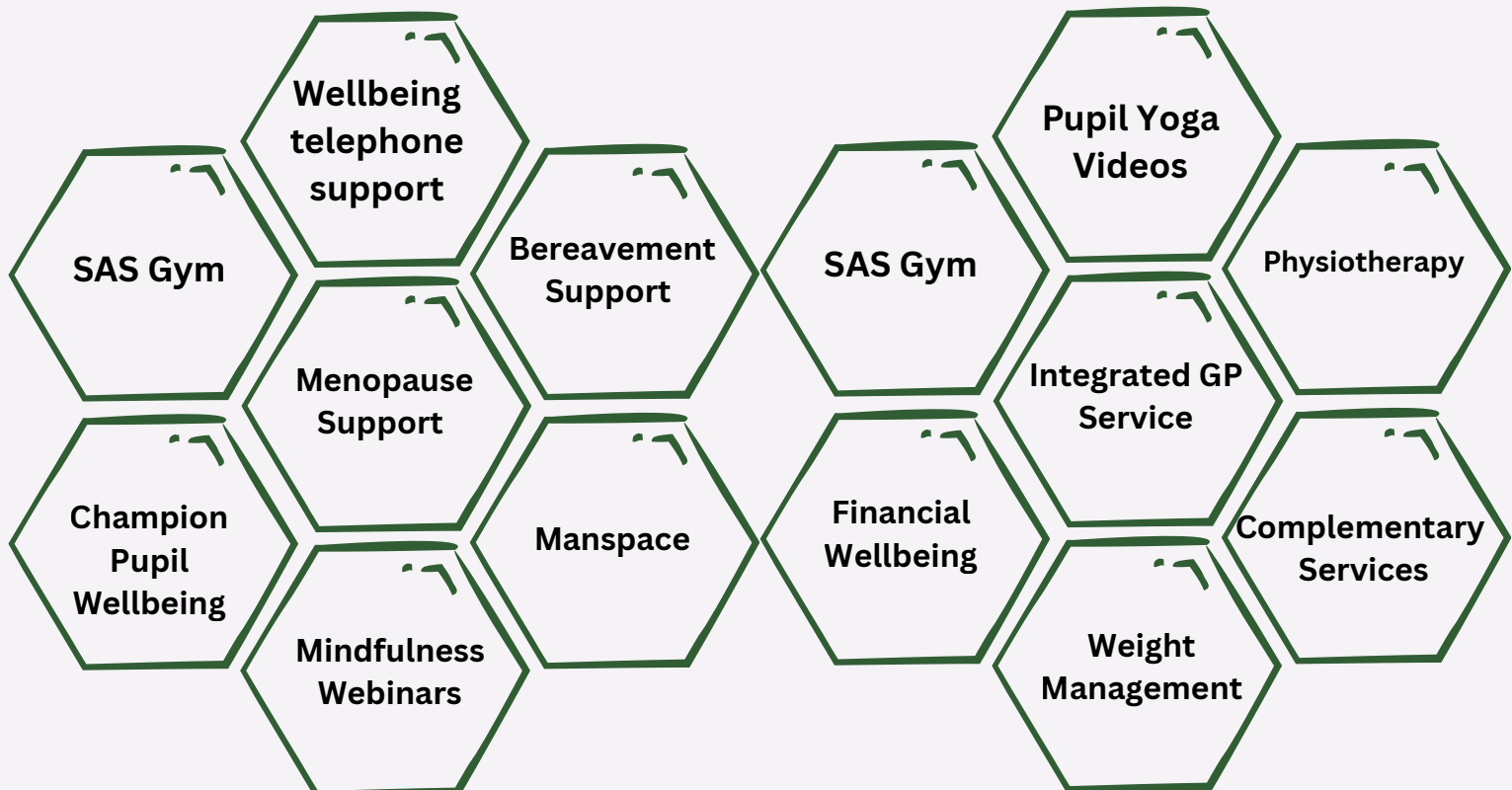


School Wellbeing

LEARN MORE



As a trust, we buy in an employee assistance programme 'School Wellbeing' (SAS). This programme gives all employees access to an array of wellbeing support, which includes



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