Philips High School

Success Together Aspire Respect

Teacher of English

Candidate Pack

Part of the Oak Learning Partnership

Teacher of English

Welcome from the Headteacher

Dear Candidate,

It gives me great pleasure to welcome you to Philips High School. I am extremely proud to be a member of the Philips High School community and work with so many talented young individuals. My vision is that our children receive the highest quality of education in a supportive, respectful and ambitious school environment.

Philips High School was originally founded as a Grammar school in 1688 and to this day has retained some of the nostalgia, charm and high academic standards of the old school. When you first visit Philips High School, you immediately sense the warm welcoming atmosphere from our pupils and staff. This wonderful, vibrant community is a great place to learn and achieve. It is hard to find a school that educates the whole person both academically and pastorally.

The former Grammar school building and first-class facilities provide a stimulating environment that is both distinctive and inspirational. Our curriculum is both broad and ambitious, rooted in unrivalled holistic excellence. We place equal importance on performing arts, the creative subjects, technology, academia and sport through a vast range of experiences both inside and outside of the classroom. This fosters happy, confident and well-rounded young people.

Over the last few years, Philips High School has become a high achieving and successful learning community. The staff go above and beyond, ensuring that our collaborative, respectful and aspirational values permeate all aspects of our school. This enables our pupils to make consistently strong progress across the curriculum and develop themselves as individuals ready for the future.

We are a caring community; providing high challenge as well as significant support for our pupils. Everyone is welcome at Philips and our core values of Success, Together, Aspire, Respect (STAR) are embedded into the heart of our school.

I am committed to working in partnership with parents and know that by working together we will ensure that every child enjoys school, is happy, safe and have the opportunity to thrive and achieve their best.

It is the quality of the relationships and the personalised approach that makes Philips High School successful. Our students are at the heart of everything we do; they enjoy school, are fulfilled, aspirational and form lifelong friendships.

Teacher of English

Welcome from the Headteacher

We are seeking to appoint an outstanding and inspiring Teacher of English who is passionate about delivering high-quality teaching and support to our pupils.
The ideal candidate will be a dynamic and dedicated classroom practitioner, committed to raising achievement and fostering a love of English. You will bring enthusiasm, strong subject knowledge, and a commitment to delivering an engaging and rigorous English curriculum that secures the best possible outcomes for our pupils.

If you are a strong team player who can think creatively and continually reflect on how to improve outcomes for young people, we would love to hear from you. In return, we offer you clear career pathways, excellent opportunities for professional development both in the school and the wider Trust and commitment to promoting your wellbeing at work. We fully recognise that our staff are our greatest asset, and we work hard to support them.

We are delighted to be part of a family of schools within the Oak Learning Partnership. Oak Learning Partnership is passionate about inclusion and improving the life chances of all children within the Trust. As a school in the Trust, we pride ourselves on being a welcoming school with a strong emphasis on pastoral care, alongside a rigorous academic education tailored to the needs of the individual.

If you would like to know more, we would be delighted to welcome you to our school. Visits prior to application are both welcomed and encouraged. Please contact the school on **0161 351 2200** or by e-mailing **info@philipshigh.co.uk** to arrange an appointment.

We look forward to receiving your application. Please visit our school website for further information **www.philipshigh.co.uk**

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

Mr C Hibbert
Headteacher at Philips High School

Philips
High School

"Philips High School is a diverse and welcoming community. Pupils enjoy coming to school. They feel happy and safe, and they get along well with each other and staff. Pupils are accepting and empathetic of each other's views and differences."

Philips High School, Ofsted Report 2022

Inclusion is at the
heart of our trust

Introduction to Our Trust

Dear Candidate,

Thank you for your interest in this post at Philips 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

James Franklin-Smith
CEO of Oak Learning Partnership

Oak Learning Partnership

oaklp.co.uk

"The pupil leadership group are passionate about making a difference in school and the wider community. Leaders have high expectations for how well pupils should behave. Pupils are respectful and courteous and behave well in lessons and around the school."

Philips High School, Ofsted Report 2022

Teacher of English

Salary: Main Pay Scale 1 – Upper Pay Scale 3 (£31,650 – £49,084)
Hours: 1265 hours per annum as per Teachers Pay and Conditions.

Job Description

Normal place of work: Phillips 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: Head of Department, SLT Link.

PURPOSE OF THE POST

- To implement the aims and objectives of the school.
- To undertake such duties and administrative tasks as may be reasonably directed by the Headteacher.
- To participate in and contribute to, appropriate CPD provided by the school and the trust.
- To assume a reasonable proportion of the corporate responsibility for the behaviour, supervision and safety of pupils whilst on school premises and/or on official out-of-school activities. In particular, to carry out a share of supervisory duties in accordance with published rosters.
- To contribute to broader aspects of school life as opportunity and situations make relevant.
- To participate in appropriate meetings with colleagues and parents as relative to the above duties.

TEACHING AND LEARNING

- To maintain the highest professional standards as set out in the Teachers Standards.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by students in school and elsewhere.
- To assess records and reports on the attendance, progress, development and attainment of students.
- To provide and/or contribute to oral and written assessments, reports relating to individual students and groups of students.
- To ensure that ICT, literacy, numeracy and school subject specialism(s) are reflected in the teaching and learning experience of students.
- To use a variety of teaching methods, which will stimulate learning appropriate to student needs and demands of the syllabus.
- To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation or work and relationships.
- To set high expectations for students behaviour and maintain a good standard of discipline through well-focussed teaching, fostering positive relationships and implementing the schools Behaviour for Learning Policy.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.

- To mark, grade and give written, verbal feedback as required following school policies.
- Report to the head teacher any concerns which may be considered Child Protection issues.
- To assist in the event of staff absence with the setting of appropriate work foruse by supply or substitute staff.
- To assist in ensuring that pupils are provided with an appropriately broad, balanced, relevant and differentiated curriculum.

RECORDING AND REPORTING ASSESSMENT

- Being accountable for student progress and development within the area by leading, developing and enhancing all assessment arrangements within the area in line with school policy.
- Being accountable for leading, developing, co-ordinating and monitoring strategies to raise pupil achievement.
- Reviewing long term and short term planning.
- Liaising closely with the Head of Department to ensure continuity and progression across the Key Stage.

STRATEGIC PLANNING

- To contribute to the department's development plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to whole school and department planning activities.

STAFFING

- To take part in the school staff development programmes, by participating in arranged training for professional development.
- To continue personal development in the relevant areas, including subject knowledge and teaching methods.
- To engage in the Performance management Review process.
- To work as a member of a designated team and to contribute positively to effective working relationships within the school.

MANAGEMENT OF INFORMATION

- To maintain appropriate records and to provide relevant accurate and up-to-date information to SIMS – registers, behaviour log etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.

COMMUNICATION AND LIAISON

- To communicate effectively with the parents/guardians of students as appropriate.
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communication in the school.
- To take part in parents' evenings.
- To contribute to the development of effective subject links with external agencies.

PASTORAL SYSTEM

- To be a Form Tutor.
- To promote the general progress and wellbeing of individual students.
- To liaise with the Pastoral team to ensure the implementation of the school's pastoral system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons, and their participation in other aspects of school life.
- To alert the appropriate staff of issues/concerns/problems concerning students.
- To contribute to PSHE and citizenship according to school policy.
- To apply the Behaviour for Learning Policy so that effective learning can take place.
- To ensure that appropriate safeguarding procedures are in place and applied.
- Any other duties appropriate to the post as determined by the Headteacher.

Beyond the classroom:

- Be an active participant in extra-curricular activities designed to:

  (i) Enhance pupil achievement and/or
  (ii) Enrich pupils experience and understanding.

- Play an active role in the pastoral care of pupils and their development.

Teacher of English
Person Specification

CRITERIA	**Experience, Qualifications and Training:** On their application form, candidates will demonstrate that they have the following training, qualifications and school experience:

ESSENTIAL

- A graduate with appropriate teaching qualification in English.
- Qualified Teacher Status.
- Be an excellent classroom practitioner able to secure student engagement in learning.
- A good understanding of classroom management techniques.
- Experience in teaching 11-16 Englsih at Key Stages 3 and 4.

CRITERIA	**Ability, Skills and Knowledge:** In their statement of suitability and during the selection process, candidates will demonstrate that they have the following ability, skills and knowledge:

ESSENTIAL

- A sound understanding of what constitutes effective teaching and learning within the classroom; to provide challenge and support for all students.
- Able to make effective use of resources, including ICT. Able to use range of management software.
- Understanding of issues relating to 'Safeguarding young people'.
- Good time management skills and an ability to work to deadlines.

CRITERIA	**Personal style and behaviour:** In their statement of suitability and during the selection process, candidates will explain how they have they demonstrate their personal style and behaviour:

ESSENTIAL

- Commitment, energy, enthusiasm and an ability to motivate children.
- An applicant who can work as part of a team and share new ideas.
- To maintain the highest professional standards as set out in the latest edition of the Teaching Standards document.
- Willing to contribute to the school's programme of extra-curricular activities.

Philips
High School

Philips High School
Higher Lane
Whitefield
Manchester
M45 7PH

0161 351 2200
info@philipshigh.co.uk

www.philipshigh.co.uk

Part of the
Oak
Learning Partnership