



THE STOURPORT HIGH SCHOOL & SIXTH FORM CENTRE



Teacher of English

**Whole School Literacy TLR available for
the right candidate**

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INFORMATION FOR APPLICANTS

APPLICATION CLOSING DETAILS

Closing Date: Monday 7th April 2025
Closing Time: 9am

HEADTEACHER'S WELCOME



Welcome to The Stourport High School and Sixth Form College (SHS)!
We're delighted you're interested in learning more about our school.

At SHS, we're more than a school; we're a community, a family where everyone belongs. We're dedicated to nurturing academic excellence alongside the character and well-being of each student. Our vision is to be a vibrant hub, fostering strong community bonds and providing opportunities for growth and shared experiences.

We are committed to inclusive excellence, celebrating diversity and providing a personalised and collaborative approach to education. We ensure each student is challenged and supported to reach their full potential. Our core values of kindness, determination, and respect underpin all that we do.

This is an exciting time for SHS as we grow in brilliance and solidify our vision by building strong foundations. As Headteacher, I am driven by a passion to ensure everyone feels empowered to be their best - students and staff alike. This allows them to thrive and have the greatest possible impact on future endeavours. We embrace change, navigate the evolving world of education, and work to secure the future of all our children, supporting them in overcoming any barriers they may face.

I encourage you to explore all that our school has to offer and engage with the challenges it presents, so that you can take pride in being part of our family and our important profession, and experience the joy of belonging.

Dr Lizzy Ford | Headteacher

Our Values & Ethos

"Every child celebrates
their own success
& the success of others"



A School at the Heart of its Community: We're more than just classrooms and textbooks. We aim to be a vibrant hub, fostering strong bonds within our community and offering opportunities for growth and shared experiences.

Nurturing Character and Well-being: We believe in developing well-rounded individuals. We actively teach our core values, creating a supportive environment where every student feels valued and empowered.

Inclusive Excellence for All: We celebrate diversity and are committed to providing an education where everyone can thrive. Our approach is personalised and collaborative, ensuring each student is challenged and supported to reach their full potential.

KINDNESS . DETERMINATION . RESPECT



CEO's Welcome



Dear Applicant

Thank you for your interest in joining a Severn Academies school.

The Stourport High School was a founding school in Severn Academies Educational Trust which now consists of a family of eight schools from across Wyre Forest. We are an outward facing trust, with strong local relationships and a commitment to growing the next generation of brilliant school leaders.

This is an exciting opportunity to join a Trust that is committed to harnessing talent and developing its people with a range of opportunities for further professional development.

The successful candidate will have a shared commitment to our values, working collaboratively to ensure their work underpins our priorities for school improvement and to forming positive working relationships with our community.

Enclosed are further details about the role and application process. We look forward to learning more about how you can contribute to 'growing brilliance' for our children and communities.

Matthew Carpenter | Acting Chief Executive

About Our Trust

Our trust is a learning organisation with a culture of reflection and review that supports a shared learning from our experiences. This shapes our strategic direction; taking every opportunity to find the best ways to support and educate our children and young people.

In setting out to show what strong collaboration and shared practice can achieve for children and their families, we believe that working together we can achieve more than we could alone.

In collaboration we also appreciate the importance of our collective desire to uphold and promote our values.

Our strategic objectives guide everything we do, to ensure we provide the nurturing conditions for children to grow and develop into outstanding young people, who lead brilliant lives.



JOB DESCRIPTION



Introduction

Job Title: Teacher of English

Reporting to: Head of Faculty

Start Date: Starting September 2025

Salary: Teachers' Main Scale, full time position.

Potential Whole School Literacy Lead, TLR opportunity for the right candidate.

Contract Type: Permanent post

We are looking to appoint an enthusiastic and motivated Teacher of English who is innovative and inspiring with the ability to teach a curriculum that is authentic, connected to our community and engages our students. This is an exciting role for a highly motivated person who has a confident understanding of the English curriculum, is passionate about their subject and will inspire all students to share their enthusiasm for English.

The post will involve working with the Head of English to ensure that students make progress through quality first teaching. The post holder will have the ability to demonstrate their commitment to their subject and how they can support the trust in fostering collaboration ensuring the continual improvement of the quality of students' learning is at the top of the Trusts agenda. The ability to teach English at KS3, KS4 & KS5 level is desirable.

For those interested in a Teaching and Learning Responsibility (TLR), we are seeking individuals with leadership potential who are eager to contribute to whole school literacy responsible for driving and embedding a culture of literacy across the entire school community. This position requires a passionate and experienced educator with a deep understanding of effective literacy practices, curriculum development, and teacher professional development. The lead will work collaboratively to all stakeholders to elevate literacy standards and ensure all students have the foundational skills necessary for academic success and lifelong learning.

Demonstrating the potential to lead whole school literacy is desirable, however, it is not a prerequisite to applying. We encourage applications from all enthusiastic and motivated English teachers who share our vision and values.

The school is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment.

Key Responsibilities

- To embody the values, vision and ethos of Stourport High School and VIth Form College and Severn Academies Educational Trust
- Assist the Headteacher in delivering policy that will ensure high quality and successful outcomes for Stourport High School and VIth Form College
- Contribute to positive examination results through results analysis, strategic tracking of student performance and targeted implementation of action plans for students.
- To track and monitor the progress of all SEND/PP/FSM students in line with the school data analysis policy and ensure appropriate interventions are put in place to secure outstanding progress.

JOB DESCRIPTION



- To track and monitor the progress of boys and ensure that all possible resources and expertise are used to engage boys to make at least good progress.
- To support and promote creative and innovative education for all students encouraging self discipline, composure, concentration and individual development.
- To support the Head of English in ensuring a successful annual programme of activities, including assessment points and extra-curricular events.
- Enhance teaching and learning in the department through the sharing of resources and best practices, lesson observations, collaborative teaching and leading departmental CPD.
- Attend meetings where appropriate and use appropriate resources to support teaching and exam preparation.
- Support existing partnerships and initiatives across the wider school community, both locally and nationally.

Specific Duties

- To be a constant and consistent force, providing an excellent role model and supporting the school ethos.
- Identify underperforming students in relation to academic progress, through the detailed analysis of data for all year groups.
- Identify the causes of students' lack of engagement by monitoring the teaching of lessons across all key stages, utilising department colleagues as necessary.
- After each data drop, support in creating an action plan, with faculty teachers, to support the most underperforming students.
- Monitoring students on faculty report cards and liaising with tutors.
- Create, summarise and report on the progress of pupils across underperforming groups.
- To carry out a share of supervisory duties in accordance with published rotas.
- To participate in appropriate meetings with parents and colleagues relative to the above duties.
- To carry out a share of cover for absent colleagues in accordance with national and school agreements.
- Uniform & equipment - ongoing monitoring
- Attend staff meetings, as calendared
- Undertake the necessary administration of academic courses including the development of IS booklets, PLCs and assessments.
- Be present at parents' evenings to report parental engagement and be responsible for dealing with any parental queries.
- Attend faculty meetings, as per the school calendar.
- Contribute to key stage 3/4/5 achievement/celebration evenings, as required.

JOB DESCRIPTION



Safeguarding:

The safety and well-being of our children is central to our ethos and we expect all staff and volunteers to share this commitment. Successful applicants will be required to provide references, undertake an enhanced check through the Disclosure and Barring Service, and comply with the Safeguarding Policy and child protection practices of our Trust.

Equalities:

We have a strong commitment to achieving equality of opportunity in our schools and in the employment of people. The post will ensure that the trust meets its statutory obligations in relation to all aspects of equality legislation.

GDPR:

Our GDPR privacy notices can be viewed on our website:
<https://saet.co.uk/key-information/saet-policies/>

General Accountabilities:

- So far as reasonably practicable, the post-holder must promote safe working practices by employees in school premises/work areas to maintain a safe working environment for employees and service users. These are defined in SAET Health and Safety policy.
- Work in compliance with the Codes of Conduct, regulations and policies of the Trust and its commitment to equal opportunities.
- Ensure that output and quality of work are of a high standard and comply with current legislation / professional standards.

JOB DESCRIPTION



For Applicants wishing to be considered for the Whole School Literacy Lead, TLR

Post: Whole School Literacy Lead

Salary: Teacher Main Scale

Reporting to: Head of Faculty

Are you a dynamic educator with a proven track record of elevating literacy standards? We're seeking a passionate Whole School Literacy Lead to champion a transformative whole-school approach. In this pivotal role, you'll be the driving force behind enhanced classroom practice, empowering teachers to unlock every student's full literacy potential.

As a leader within our vibrant learning community, you'll model exemplary teaching, collaborate seamlessly with colleagues, and foster a culture of continuous improvement. Your expertise will shape our systems and structures, ensuring a foundation of high aspiration and achievement for all.

Key Responsibilities

- To embody the values, vision and ethos of Stourport High School & VIth College and Severn Academies Educational Trust in delivering a successful programme of whole school literacy.
- To provide a coherent approach to whole school literacy in line with school improvement priorities.
- To provide training and support to students and staff in order to support raising standards of literacy.
- To contribute to the development and evaluation of intervention programmes and support the dissemination of good practice.
- To ensure effective engagement with key stakeholders.

Specific Duties

- To lead and coordinate the key elements of the whole school literacy strategy: reading, extended writing and staff ownership of literacy.
- To lead whole school literacy initiatives in line with strategy.
- To model excellence in the teaching and learning of literacy.
- To support and guide curriculum area leaders and senior leaders in objectives that impact on whole school literacy improvement.
- To direct departments in the use of literacy briefing time to provide training and consultancy support for staff.
- Use school management to monitor and report on the overall progress and development of students' literacy.
- To keep abreast of good practice and translate to the improvement of literacy at Baxter College.

Any other duties commensurate with the scale of the post as may be required under the direction of the Principal.

PERSON SPECIFICATION



Attributes	Essential	Desirable
Education & Professional Qualifications	<ul style="list-style-type: none"> Degree QTS (or working towards) Threshold standards met where eligible 	<ul style="list-style-type: none"> Relevant additional training/CPD
Experience	<ul style="list-style-type: none"> Effective and broad teaching experience up to KS4. Proven experience in raising levels of student retention and achievement. Experience of working collaboratively with senior management, parents and carers. Leading a pastoral group of students in a school. 	<ul style="list-style-type: none"> Ability to teach KS4 & KS5 English. Experience in managing whole school issues. Experience of international opportunities to enhance learning.
Knowledge	<ul style="list-style-type: none"> Commitment to quality and improvement. Current knowledge of strategies to improve teaching and learning. Ability to inspire, motivate, lead and care for students. Excellent communication skills and ability to relate to students, staff and parents. The ability to use a range of tools and evidence including performance data to support, monitor and evaluate progress. Commitment to Equal Opportunities. 	<ul style="list-style-type: none"> The ability to create, recognise and exploit opportunities whenever they occur.
Personal Qualities	<ul style="list-style-type: none"> Commitment to making a positive contribution to the wider life and ethos of the school, representing our values. A passionate commitment to developing the best in young people. Ability to self-reflect. Shared responsibility for the improvement of The Stourport High School & VI Form College. A desire to continuously improve with a personal commitment to CPD. Dedication to implementing policies relating to the safeguarding, safety and welfare of children. 	

Applicants must have the ability to support pupils through fluent and accurately spoken English.

NB. An enhanced DBS Disclosure is an essential requirement for this post.

APPLICATION PROCESS



We are unable to sponsor visas or provide sponsorship for employment.
Applicants must possess existing right-to-work documentation



1

SECTION ONE: PERSONAL DETAILS

Please ensure that all details are completed including your date of birth and Teacher Reference Number.

2

SECTION TWO: EDUCATION, TRAINING & QUALIFICATIONS

Please complete this section fully.

3

SECTION THREE: EMPLOYMENT/WORK EXPERIENCE

Please ensure that this section is completed fully. If you have gaps in your employment history, please indicate the reasons for this.

4

SECTION FOUR: SUPPORTING STATEMENT

Please use this as an opportunity to show your suitability for this post, as outlined in the person specification.



APPLICATION PROCESS



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SECTION FIVE: REFERENCES

Please provide two referees, their contact details and relationship to you. A telephone number and email address often makes contacting referees easier. At least one reference must be from your current or most recent employer, and we will ask about your suitability to work with children. Open references or testimonials will not be considered.

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SECTION SIX: DECLARATION

Please be aware that this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as spent, must be declared.

Please be aware that by signing the application form you are declaring that you are not on the Children's Barred List, disqualified from work with children or subject to sanctions imposed by a regulatory body and that you either have no convictions, cautions or bind-overs or that you have attached details of these. You are also aware that you will be subject to a DBS Disclosure appropriate to the level of the post, should you be successful.

IMPORTANT NOTICE

Please also be aware that providing false information is an offence and could result in the application being rejected, or summary dismissal if you are appointed on the strength of this, with possible referral to the police.



**If you would like to know more
about working with us please
get in touch**



01299 872950



shs.worcs.sch.uk



The Stourport High School &
Sixth Form Centre,
Minster Rd, Stourport-on-
Severn DY13 8AX

KINDNESS . DETERMINATION . RESPECT

