

Rhyddings



Teacher of English Application Pack



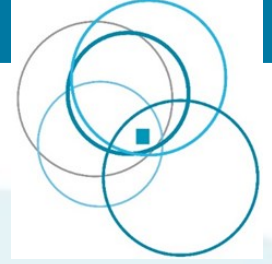
THE HOLLINS



West End Primary School



Accrington Huncoat Primary School



Teacher of English

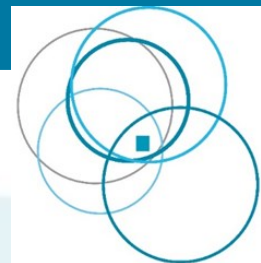
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Introduction to Rhyddings

Headteacher : Mr Andrew Williams

NOR : 630



We would like to extend a warm welcome from all pupils, staff, governors and trustees of Rhyddings. Rhyddings serves the East Lancashire old mill town of Oswaldtwistle and surrounding area. It has been at the heart of the community for nearly 90 years and enjoys good transport links via the M65 corridor and adjoining networks of M6 and M66.

The school has been in a period of transition, quite literally with a recently completed capital building programme. Uniquely, whilst this was taking place the school was temporarily off-site for the academic years' 2019-2021, returning in September 2021 to an impressive multi million pound refurbished and new build campus boasting excellent facilities. Read more [here](#) or [watch](#).

We are also a founding member within a newly formed Multi Academy Trust – LET Education Trust <https://let-edu.org/> . This includes two primary and two secondary schools within Hyndburn. This post will be with the school, but as part of the Trust, and this will afford the successful candidate greater opportunity to work collaboratively.

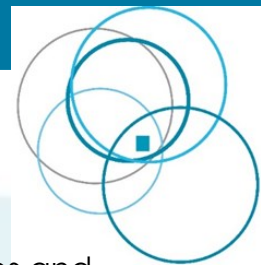
The school is also expanding and has moved from 4 form entry to 6 form entry within the last 18 months.

The school continues to work hard to prepare the young people we serve and help them realise and reach their potential, providing them with the very best educational experiences.

Pupils are well supported through our Pastoral Year and House Continent systems. This provides the support pupils need to perform well across the curriculum as well as healthy competition throughout the year.

We have an active extra-curricular programme and run a number of annual residential trips both here and abroad. Close links with the local Rotary Club provides access to bespoke programmes, community work and charitable activities. Large numbers of pupils complete their Duke of Edinburgh Bronze Award.

Our curriculum areas are largely suited in a combination of specialist facility and traditional classroom space. We have a 3-year KS3 and 2-year KS4, offering EBacc, should pupils choose to do so. We have a 25 period week of 1 hour lessons.



Our Mission

We are an inclusive partnership that has come together through a shared belief that all our children deserve the very best. Ambitious for our pupils, staff, and communities — our purpose is to create opportunities and experiences for all of them to reach their potential.

Our Vision

We are committed to empowering our respective school leaders to provide the right guidance that is in the best interests of their pupils. At the same time committing to work together in ways that will enrich us all.

We value the things that make us different. Our schools each have unique identity, history and ideals and we celebrate these qualities, while providing a supportive environment that allows us to learn from one another.

Our Future

We encourage transparency, accountability and inclusivity to ensure all are given equal opportunities to succeed.

We recognise an exceptional education is essential for the futures of the pupils we inspire. We will build the values, skills and knowledge they need to aspire and succeed in life, whatever path they choose. We will help them grow as members of our community and give them opportunities to develop as individuals.

Working as one team to maximise our professional relationships, our knowledge and our resources, will ensure the group achieves more together. We will welcome like-minded schools who value autonomy but see the benefits in partnership and being part of a strong supportive team.

Aspiration

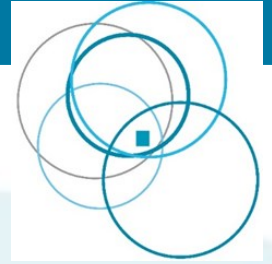
To achieve, ambition is key. We will ensure high aspiration is at the core of all our schools. We will inspire our pupils and build their resilience so they can overcome challenges to achieve their potential.

Inclusivity

We believe that a strong partnership working towards shared goals with common values will give our pupils a greater chance of success in life. We will create a like-minded network of schools that will promote this shared ethos.

Responsibility

We strive to build a culture where our children are kind, happy and confident individuals, who are responsible members of our wider community. We place great emphasis on respect — expecting our pupils to treat one another as they would like to be treated.



Post Title : **Teacher of English**
Scale : **Main Pay Scale — M1 to UPS3**
£28,000 to £43,685

Date Required : **1st September 2023**

Closing Date : **12 noon on Monday 30th January 2023**

Responsible To : **Lead Subject Teacher of English**

This is a newly created post for our expanding school and department.

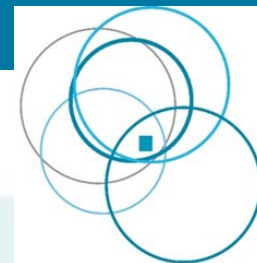
Rhyddings, part of the LET Education Trust, are seeking an enthusiastic, committed, qualified Teacher of English to join our successful and expanding team and school.

We are looking for an excellent classroom practitioner who is both creative and challenging in their teaching. They will be passionate and committed to ensuring pupils maximise their potential and achievement. The successful candidate will have the opportunity to teach across our whole 11-16 age and ability range and will be well supported by our Lead Subject Teacher of English along with our second in English.

As a key member of the team you will be expected to have experience in teaching across both KS3 & KS4, including the delivery of the GSCE specification.

We want a teacher who strives for excellence, builds fantastic relationships and maximises pupil progress.

This post is therefore for a suitably experienced teacher or new entrant to the profession and the Trust operates full salary portability on the Main Professional Scales (M1- UPS3).



We are seeking, as part of the LET Education Trust, to appoint a specialist English teacher to our well-resourced department. The Department currently has 4.5 full-time staff led by the Head of English, who is also an Associate Senior Leader. In addition, there is a second in department and the school works with trainees from the Pennine Lancashire SCITT. This post is suitable for both an ECT or experienced candidate.

We offer a GCSE in both English Language and Literature at KS4 and results in 2022 have risen significantly and in line with national averages. We follow the Eduqas Specification. At KS3 all pupils have three 60-minute lessons per fortnight plus a 60 minute Library/reading lesson and 8 hours across KS4 per fortnight. Enrichment is a feature of our wider curriculum with all year groups experiencing off site educational visits to support their learning, such as theatre visits. Pupils at KS3 also have a discreet lesson of drama/performing arts.

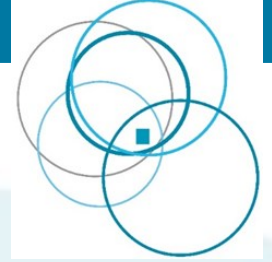
We use the Accelerated reading programme along with IDL, Lexonik Leap and other bespoke reading programmes for those at an early stage of reading. We have worked collaboratively with our KS2 partners.

Our well-appointed English rooms are suited together in the main building and you will be joining a likeminded, supportive and ambitious team.

All members of our community have access to and use Office 365 including collaborative learning tools such as MS Teams and OneNote. The successful teacher will have some responsibility for collaborative curriculum design and delivery as well as being supported by the Head and second in Department.

We have access to regular CPD both in school, external courses and through our local membership of the East Lancashire School Alliance (ELSA). At the heart of forming a new MAT is to provide the best career support, development and opportunity to all staff. The Trust retains national terms and conditions and follows the 'Burgundy' Book.

Job Description



Terms and Conditions:

All the post holder's responsibilities are subject to the general duties and responsibilities contained in the current Teachers' Pay and Conditions document and its successors.

DUTIES & RESPONSIBILITIES:

All teachers will meet or surpass the Teacher Standards and/or Post Threshold Standards and will be required to:-

ROLES AND RESPONSIBILITIES

Ethos

- To create an exciting learning environment
- To be inclusive to all pupils
- To create relationships based on mutual respect
- To be an effective part of the team
- To manage own professional development

Curriculum and Planning

- To work with others to plan highly effective lessons, schemes of work and curriculum maps
- To review their own lessons and effectiveness of own planning
- To contribute to development of curriculum and home learning
- To plan with Teaching Assistants to meet individual pupils' needs on Additional Needs Register

Teaching and Learning

- To fully implement all school policies and procedures
- To make effective use of resources, including ICT
- To take part in buddying with skill exchanges, observations, coaching and mentoring
- To ensure all pupils can engage and achieve in lessons
- Use teaching methods with whole classes, groups and individuals that ensure that pupils are engaged and stimulated; that teaching objectives are met; that momentum and challenge are maintained and best use made of teaching time
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.

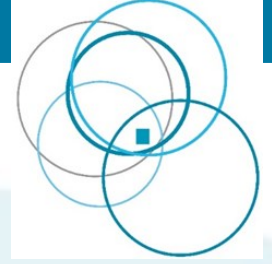
Standards and Achievement

- To ensure pupils make good or better progress
- To implement all actions following reviews of pupil progress

Assessment

- To fully implement the school policy and procedures to a high standard
- To plan for assessment for learning in every lesson
- To ensure assessment is accurate

Job Description continued



Liaison

- To work closely with all support colleagues
- To work collaboratively with staff in sharing ideas and best practice
- To form effective relationships with parents and other parties

Self-Evaluation

- To contribute to the department and school's self-evaluation systems

Community

- To contribute to the school's community ethos – The Rhyddings Way

RESPONSIBILITIES SPECIFIC FOR THIS POST:

- Teach English to all ages and abilities throughout the school, including GCSE level
- Assist in the development of courses in the subject area
- Plan and prepare courses of study and lessons
- Ensure remote or blended learning is integral to the curriculum design
- Mark/feedback on pupils work in accordance with school and subject procedures, meeting regularly with the subject leader to monitor/evaluate its effectiveness
- Assess, record and report on the development, progress and attainment of pupils associated with this subject and in line with the school assessment policies
- Take responsibility within the faculty for coordinating the work on a particular area, e.g. Information Technology, teaching and learning styles, special educational needs
- Teach a second subject, as required, e.g. PSHE
- Be subject to the school appraisal procedures linked to salary progression
- Act as form tutor within the House Continents/Pastoral System
- Attend meetings relating to subject or whole school matters
- Discuss with the subject leaders your individual CPD needs
- Attend all Inset meetings, and whole school CPD as required
- Undertake any other reasonable duties as may be required by the Headteacher in the light of developing circumstances

The appointment requires you to carry out the duties of a school teacher: -

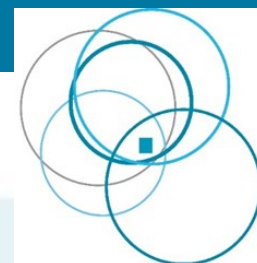
- (a) in accordance with the school's stated policies and practices;
- (b) under the current Conditions of Employment contained in the School Teachers' Pay and Conditions document and the range of duties set out in that document;

This job description will form part of the basis for teacher appraisal.

Note

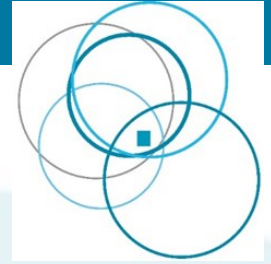
1. This job description is not necessarily a comprehensive definition of the post.
2. The particular duties and responsibilities listed above may be subject to reasonable change from time to time following consultation between the Headteacher and the postholder.

Person Specification



Job title: Teacher of English		Grade: M1-UPS3	
Establishment: Rhyddings			
	Essential (E) or Desirable (D)	To be identified by: Application Form (AF), Interview (I)	
Qualifications and Experience			
A relevant honours degree or equivalent QTS.	E	AF / I	
A teaching qualification.	E	AF / I	
A good honours degree or equivalent PGCE/GTP/Teach First.	D	AF / I	
Evidence of further subject-based professional development.	D	AF / I	
Teaching			
Evidence of good classroom practice.	E	AF / I	
Good understanding of effective and engaging teaching methods.	E	AF / I	
The ability to engage, enthuse and motivate pupils.	E	AF / I	
Experience of teaching up to KS3 & KS4 inc. GCSE Level.	E	AF / I	
Experience of the use of ICT to enhance the teaching and learning process.	D	AF	
Willingness to teach another subject.	D	AF	
Assessment			
An understanding of the use of assessment to inform planning.	E	AF	
Evidence of improved pupil outcomes.	D	AF / I	
The ability to monitor pupil progress through the use of ICT.	D	AF / I	
Planning			
The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all pupils.	E	AF / I	
The ability to set consistently high expectations for all pupils through class work and homework.	E	AF / I	
A willingness to be involved in extended curriculum opportunities in the subject area.	D	AF / I	
The ability to manage time effectively and prioritise work.	D	AF / I	

Person Specification continued

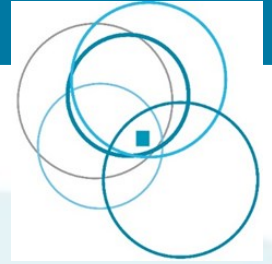


Professional Attributes		
Highly motivated.	E	AF / I
Respond well to a challenge.	E	AF / I
Maintain high professional standards.	E	AF / I
Excellent communication skills.	E	AF / I
Commitment to own professional development.	E	AF / I
Other (including special requirements)		
Commitment to safeguarding and protecting the welfare of children and young people.	E	I
Commitment to equality and diversity.	E	I
Commitment to health and safety.	E	I
Commitment to attendance at work.	E	I

Prepared by..... Date.....

Note: We will always consider your references and other pre-employment checks before confirming a job offer in writing.

How to Apply



Applications should be submitted using the forms available from our website with a supporting letter of no more than two pages of A4.

www.rhyddings.co.uk/vacancies.

Please return completed applications to Mrs Worthington, PA to the Headteacher, at worthington@rhyddings.co.uk.

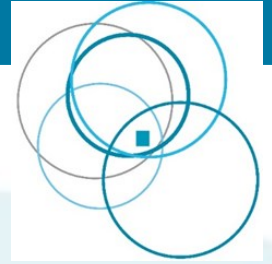
Similarly, should you wish to arrange a visit to the school please do contact her on 01254 231 051.

I hope you find the information useful and welcome your application.

Yours sincerely,

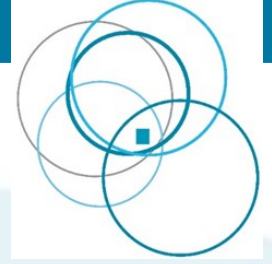
Andrew Williams
Headteacher

The Rhyddings Way - Our Values



- R - Respect for self and one another**
- H - Honesty**
- Y - Yours**
- D - Democracy**
- D - Determination**
- I - Inspire**
- N - Neighbourly**
- G - Generous**
- S - Supportive**

R espect	Y ours	D etermination	N eighbourly	S upportive
H onesty	D emocracy	I nspire	G enerous	



Child Protection Policy and Statement

In this school, the welfare of the child is paramount. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff should understand their responsibility to safeguarding and promoting the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way.

Attitudes towards promoting and safeguarding the welfare of children and young people will be scrutinised during the selection process for the post that you have applied for. If you are appointed to this post, information in relation to safeguarding and protecting children and young people will be provided at induction. This practical guidance for safe working practice will provide information about which behaviours constitute safe practice and which behaviours should be avoided.

All staff at Rhyddings have responsibility for promoting the well-being and safeguarding the welfare of children and young people they have responsibility for or come into contact with in keeping with the *Keeping Children Safe in Education* and child protection policies. Any appointment will be made subject to an enhanced Disclosure and Barring Service (DBS) clearance, satisfactory references and a pre-employment health screening.