APPLICANT PACK

Teacher of English

Trinity Catholic College, Middlesbrough

Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in the role of Teacher of English at Trinity Catholic College.

NPCAT is one of the largest Multi Academy Trusts in the UK. We have had a significant impact in all of our secondary schools and Ofsted have acknowledged this in all recent visits and inspections. St Patrick's Catholic College, St Peter's Catholic College and Sacred Heart are all rated good schools. Trinity Catholic College, having recently been inspected, is rated good in four Ofsted areas. All Saints in York and St Francis Xavier in Richmond remain outstanding.

The Trust is looking to attract Teachers of the highest calibre who have a desire to lead on improving the quality of teaching, learning and outcomes across the Trust.

We have a rich pool of school leaders supported by excellent curriculum Directors and a Standards Team who really know our schools and the necessary steps required to make the necessary changes as we lead our schools to Outstanding. You will join this dynamic group who are leading the way to ensure the education we offer is the best it can be.

We are looking for a Teacher of English who can inspire children and demonstrate a record of delivering high pupil outcomes. We are also looking for a practitioner who can adapt and be flexible with any challenges they may face.

This is a wonderful opportunity for individuals with the ability and willingness to lead and influence change in a positive, collaborative way and the flexibility to model outstanding practice. You will benefit from access to nationally leading CPD programmes through the Trust.

If your experience, energy, personal qualities and values support ours, then we look forward to receiving your application.

Job Advert

2x positions available	
Required:	April 2026
Salary:	MPS / UPS
Hours:	1 FTE
Contract Type:	Permanent
Location:	Trinity Catholic College, Lacy Road, Middlesbrough, TS4 3JW

Trinity Catholic College is looking for inspirational and highly effective English Teachers to join our very successful team of staff within the school. We offer the opportunity to work in a high quality, vibrant and caring environment where we share a rich vision for our pupils and for the communities in which we work.

Trinity Catholic College is part of the Nicholas Postgate Catholic Academy Trust, a family of 38 schools, and a vibrant Sixth Form College. With more than 12,300 pupils and 1,500 staff, NPCAT is now one of the largest multi-academy trusts in the UK.

Trinity Catholic College is at the heart of the community and it is the positive, caring attitude of all members of our school community that creates the unique nature of Trinity Catholic College. The quality of the education we provide reflects an ethos that affords equal opportunities to all, regardless of faith, race or gender. We are a school with high expectations and aspirations for all pupils and we celebrate our commitment to inclusion.

Induction and on-going professional development from within the Trust provides our teachers and leaders with great opportunities for development and progression. These opportunities will be offered to the successful candidate who can provide evidence of effective classroom practice. The Trust is looking to recruit a teacher who has a passion to make a difference to the lives of our pupils and their families, who is a good communicator with a real ability to inspire and motivate.

The successful candidates must:

- Be fully committed to upholding and promoting the Catholic ethos of the Trust
- Demonstrate the highest standards of teaching and learning
- Inspire, motivate and empower pupils to make the best possible progress
- Show a commitment to innovation, creativity and inclusion
- Be able to make a significant contribution to the wider college context

The School offers:

- A strong, supportive ethos
- Happy, enthusiastic and friendly pupils
- Highly experienced and talented colleagues
- Excellent professional development and progression opportunities across our 38 schools
- Supportive trust board, governors and parents

For further information or to arrange a visit, please contact Rachel Merifield, Trust Learning Lead at merifield.r@trinity.npcat.org.uk

Closing date: Monday 16th March 2026 by 12 noon

Interviews: To be confirmed

Please refer to the back cover of the application pack for details of how to apply for this position.

Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks. The successful candidate will be required to sign a Catholic Education Service contract.

Job Description

The job description adheres to the conditions laid down in the School Teacher's Pay and Conditions Document and Diocesan guidelines.

In addition to this, teachers undertake to develop the pupils in the understanding and knowledge of their faith. In all the undertakings, the Mission Statement of the Trust should remain central.

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

Post Title: Teacher of English

Grade: MPS/UPS

Responsible to: Curriculum Leader of English

Responsible for: The provision of a full learning experience and support for pupils

Job Purpose

- To contribute to the distinctive nature of our Catholic Academy and help promote the Catholic ethos
- To ensure the dignity of all members of the community is preserved
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support one or more designated curriculum areas as appropriate
- To monitor and support the overall progress and development of pupils as a teacher and a Form Tutor
- To facilitate and encourage an inclusive learning experience which provides all pupils with the opportunity to achieve their full potential e.g. SEN and more able.
- To contribute to raising standards of pupil outcomes

Duties and responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against

the teacher standards as part of the appraisal process as relevant to their role in the school.

Operational / Strategic Planning

- To assist in the development of appropriate subject specifications, resources, schemes of work, marking policies and teaching strategies
- To contribute to the subject development plan and its implementation
- To plan and prepare courses and lessons
- To contribute to whole Trust planning activities

Curriculum Provision

- To assist the Subject Leader, the Deputy Head/Assistant Head – Curriculum/Teaching & Learning, to ensure that the curriculum area provides a range of teaching which complements the Academy's strategic objectives

Curriculum Development

- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of pupils, examining and awarding bodies and the Academy's mission and strategic objectives

Staffing

- To take part in the Academy's staff development programme by participating in arrangements for further training and professional development
- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Management process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the Academy

Quality Assurance

- To help implement academy quality procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of the curriculum area/department in line with whole academy procedures, including evaluation against quality standards and performance criteria

- To seek/ implement modification and improvement when and where required
- To review methods of teaching and programmes of work
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy

Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers etc.
- To complete the relevant documentation to assist in the tracking of pupils
- To track pupil progress and use such information to inform teaching & learning

Communications

- To communicate effectively with the parents of pupils as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside the Academy
- To follow agreed policies for communications in the Academy

Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review Days and liaison events with partner academies/schools
- To contribute to the development of effective subject links with external agencies

Management of Resources

- To contribute to the process of ordering and allocation of equipment and materials
- To assist the Subject Leader to identify resource needs and to contribute to the efficient/effective use of physical resources
- To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy and the pupils

Pastoral System

- To encourage and help provide for the spiritual, moral, emotional and social development of the pupils
- To be a Form Tutor to an assigned group of pupils

- To promote the general progress and well-being of individual pupils and of the Form Group as a whole
- To ensure the implementation of the Academy's Pastoral System
- To register pupils, accompany them to and supervise them during assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life
- To evaluate and monitor the progress of pupils and to keep up-to-date pupil records as may be required
- To contribute to the preparation of Action Plans and Progress Files and other reports
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved
- To communicate, as appropriate, with the parents of pupils and with persons or bodies outside the Academy concerned with the welfare of individual pupils, after consultation with the appropriate staff
- To take an active and positive role in all PSHCCE according to the Academy's policy
- To apply the Behaviour Management Systems so that effective learning can take place

Teaching

- To plan effectively in the short, medium and long term and to prepare lessons to ensure coverage of the curriculum and the differentiated needs of learners are met
- To teach pupils, according to their educational needs, including the setting and marking of work to be carried out by the pupil in the Academy and elsewhere
- To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils
- To ensure that ICT, Literacy, Numeracy and academy subject specialism(s) are reflected in the teaching and learning of pupils
- To undertake a designated programme of teaching
- To ensure a high quality learning experience for pupils which meets internal and external quality standards
- To prepare and update subject materials
- To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and the demands of the syllabus
- To maintain discipline in accordance with the Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework

- To personalise the learning; this includes planning and delivering objective led lessons with clear, differentiated outcomes; the use of AfL strategies e.g. mini-plenaries and using the Academy Assessment and marking policy
- To undertake assessment of pupils as requested by external examination bodies, departmental and academy procedures
- To mark, grade and give written/verbal and diagnostic feedback as required
- To evaluate pupil progress, ensure the use of agreed intervention strategies to help those pupils in need of additional support in the context of their agreed target grades or levels
- To ensure that all Teaching Assistants receive clear guidance and, where appropriate, direction with regard to classroom intervention
- To maintain an orderly, safe climate for learning
- To support the development of pupil and parent access to learning materials and achievement reports

Other Specific Duties

- To play a full part in the life of the Academy community, to support its distinctive ethos and mission and to encourage staff and pupils to follow this example
- To actively promote and support the Academy in meeting its legal requirements for worship
- To actively promote the Trust and/or Academy's corporate policies
- To continue personal development as agreed
- To comply with the Trust and/or Academy's Health & Safety policies and undertake risk assessments as appropriate
- To comply with policies and procedures relating to child protection, welfare, security, confidentiality and data protection. Reporting any concerns to the appropriate person.
- To recognise and carry out own responsibilities identified in the Government Guidance Document "Keeping Children Safe in Education"
- To undertake any other duty as specified by STPCD not mentioned in the above
- To have a portfolio of work prepared for use in the event of a short term absence

Note

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

These duties are neither exclusive nor exhaustive and the post holder will be required to undertake other duties and responsibilities, which the Headteacher / Line Manager may determine.

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL SCHOOL AND TRUST POLICIES.

THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS. THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.

Person Specification

Criteria	Essential		Desirable	
Qualifications	E1	Qualified Teacher Status	D1	11-18 experience
	E2	Honours Degree in an appropriate discipline		
Experience	E3	11-16 experience		
Skills and Knowledge	E4	Excellent subject knowledge	D2	Ability to use own initiative
	E5	Outstanding classroom practitioner	D3	Vision to promote effective learning in exciting and innovative ways
	E6	Understanding and knowledge of the KS3 and KS4 Curriculum requirements	D4	Dedication to raising standards and securing achievement
	E7	Adaptable, creative and dynamic subject specialist	D5	Ability to teach KS5, A Level or Level 3 or willingness to train
	E8	Ability to use a variety of strategies in order to achieve high levels of achievement		
	E9	Ability to motivate pupils		
	E10	Ability to initiate projects to achieve specific objectives and complete tasks successfully		
Personal Qualities	E11	Able to develop positive relationships for learning with both staff and pupils An effective organiser of time and resources		
	E12	ICT literate		
	E13	Passionate about teaching and learning		
	E14	'Team player' who is highly self-motivated		
	E15	Good oral and written communication skills		

	E16 E17 E18 E19 E20 E21	Ability to exercise authority Adaptable, reliable and committed Excellent interpersonal skills Creative and innovative approach Ability to embrace and promote change Excellent organisational skills		
Special Requirements	E22 E23 E24 E25 E26	A committed, enthusiastic and hardworking disposition A caring and sensitive attitude towards pupils and parents High expectations of pupils' achievements Committed to safeguarding and promoting the welfare of pupils A commitment to uphold and actively support the Catholic ethos of the School	D6 D7	Participate in the extracurricular life of the School Contribute to wider Trust/School developments

Forming lives ready to face the future

Why work for us?

The Nicholas Postgate Catholic Academy Trust family of 32 primary schools and six secondary schools, promotes the dignity, self-esteem and development of every one of our pupils and staff.

Our geographical reach stretches across Teesside, North Yorkshire and the City of York within the northern area of the Roman Catholic Diocese of Middlesbrough. Our schools offer high-quality education, with a unique set of curricula that meets requirements of our young people and gives them every opportunity to succeed in adult life.

We are dedicated to academic excellence and the spiritual, physical and moral development of all our 12,300 pupils, as well as the ongoing development and fulfilment of every one of our 1,500-plus staff.

Our Trust is a faith-based community. We provide modern facilities and a safe and secure environment that reflects and supports family values, where standards of behaviour are excellent and parental engagement and collaboration is central to our success.

Learning takes place in an atmosphere inspired by the spirit of Jesus Christ, in which his commandment to love God and neighbour nurtures a caring ethos that is expressed in relationships within and beyond our schools.

We are inclusive and are respectful of and engage with people of all beliefs, encouraging a culture of tolerance where people of diverse identities are recognised, welcomed, respected and cherished.

We seek to make a difference to the lives of all groups of children, working to ensure especially that the most vulnerable in our society are not disadvantaged.

Each school aspires for excellence and is on a journey of continual year-on-year improvement. All schools work in partnership with families and parishes to promote strong, positive links and have clear strategic aims built on our mission and values.

We:

- Celebrate and share the practice of our outstanding schools, leaders and teachers
- Are committed to excellent governance that challenges, supports and holds to account
- Have strong leadership at all levels
- Ensure our pupils receive outstanding teaching
- Offer a wide range of curricular and extracurricular experiences
- Develop parents and carers as active partners in their child's progress.

We are building a Trust where every child is at the heart of everything we do, where every child is valued, where every family is supported and where every aspiration and every dream can be realised.

"True education enables us to love life and opens us to the fullness of life"

– Pope Francis

Proud to Serve

Teesside, North Yorkshire & the City of York

The area we serve is one of the friendliest and most beautiful places you could choose to live and work in.

With an international reputation for innovation and an exciting mix of modern, cosmopolitan and historic culture, the region includes vibrant cities, quaint villages, an outstanding coastline and stunning countryside. Here are just a few reasons you should live here:

Friendly people

We are famous for our friendliness and hospitality. Wherever you go, you'll always find a warm welcome and ready smile.

Arts and culture

Museums and galleries include Middlesbrough Institute of Modern Art (Mima), the Captain Cook Birthplace Museum, the Dorman Museum, with its collection of Christopher Dresser-designed Linthorpe Pottery, and Kirkleatham Museum, home to the superb Anglo-Saxon princess treasure exhibition. York is at the cutting edge of artistic innovation, creativity and media arts hosting the York art gallery, Castle Howard with its wonderful gardens to name but a few.

Entertainment and leisure

The region boasts large venues, international music festivals, Michelin star restaurants and a vibrant nightlife. It is home to Middlesbrough Football Club and countless grassroots clubs for adults and children, cricket and rugby teams and world-class golf courses. Our coastline offers diving, sailing and some of the world's best surfing at Saltburn and you can enjoy watersports at Tees Barrage International White Water Course. In the centre of York is the magnificent Minster which is one of the UK's top 50 visitor attractions welcoming hundreds of thousand visitors each year.

Outstanding countryside

We have some of the best countryside you'll find anywhere in the UK, including the stunning North York Moors and Dales. Even if you choose to live in one of our larger towns you can always be in the countryside or by the sea in less than half an hour.

Excellence in education

The region boasts many great schools, including four NPCAT primaries that were named in the *Sunday Times* top 250, Teesside University is based in Middlesbrough, York and York St John Universities based in the centre of the city. Famous people educated in NPCAT schools include musicians Chris Rea and Paul Rodgers, Middlesbrough MP Andy McDonald, government advisor Sir Martin Narey, impressionist Kevin Connelly, TV personality Chris Kamara, Middlesbrough FC chairman Steve Gibson and Keith Houchen, who scored in the 1987 FA Cup final.

Strong transport links

There are good road and rail links across the Teesside and York areas providing links to the rest of the country. Teesside, Leeds-Bradford and Newcastle airports are also close by with regular flights to Scotland, Jersey, Spain and many other popular holiday destinations across the world.

The Diocese of Middlesbrough

NPCAT is one of two multi-academy Trusts responsible for the running of schools within the Roman Catholic Diocese of Middlesbrough.

The diocese was founded on December 20 1878 when the Diocese of Beverley, which had covered all of Yorkshire, was divided. Today, the diocese covers an area of 4,000 sq km in the historic counties of North Yorkshire and the East Riding of Yorkshire, together with the city of York.

Apostolic Administrator of the Diocese of Middlesbrough, Bishop Marcus Stock provides Catholic schools:

- To help him as first educator of the diocese in his mission of making Christ known to all people
- To support parents who at their child's baptism accepted the responsibility of raising their child in the Catholic faith
- To be at a service to their local church, parish and Christian home and to ensure our children give such service to the wider society.

NPCAT is responsible for schools in the boroughs of Middlesbrough, Redcar & Cleveland and parts of Stockton and the county of North Yorkshire.

It is our mission to contribute to the creation of a society that is highly educated, skilled and cultured.

Our schools must educate the whole child, ensuring they develop spiritually and also achieve their full academic potential.

We see parish and school partnership as fundamental to the missionary role of Catholic education.

Each school has a central place in parish life and where a school serves more than one

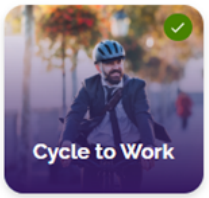
parish, chaplaincy work in school ensures that the appropriate steps are taken to have equal engagement across them all.

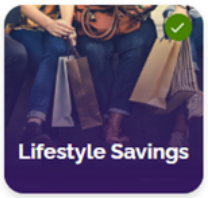
We ensure our schools come together to celebrate Mass, with the highlight of the year being the annual celebrations on feast days.

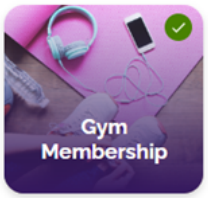
Our schools serve the following parishes:

Brotton, St Anthony of Padua
Catterick Garrison, St Joan of Arc Garrison
Guisborough, St Paulinus
Helmsley, St Mary's
Ingleby Barwick, St Thérèse of Lisieux
Leyburn, SS Peter & Paul
Loftus, St Joseph and Cuthbert
Malton, SS Leonard & Mary
Marske-by-the-Sea, St Bede
Middlesbrough, Corpus Christi
Middlesbrough, Holy Name
Middlesbrough, St Clare of Assisi
Middlesbrough, St Francis of Assisi
Middlesbrough, St Joseph
Middlesbrough, St Mary's Cathedral
Middlesbrough, St Patrick (Sacred Heart)
Middlesbrough, St Thomas More
North Ormesby, St Alphonsus
Nunthorpe, St Bernadette
Ormesby, St Gabriel
Pickering, St Joseph's
Redcar, Blessed Nicholas Postgate (Sacred Heart & St Augustine)
Richmond, SS Joseph & Francis Xavier
Saltburn, Our Lady of Lourdes
Staithes, Our Lady Star of the Sea
Teesville, St Andrew's Parish
Thirsk, All Saints
Thornaby, Christ The King
Thornaby, St Patrick
Ulshaw Bridge, SS Simon & Jude
Wycliffe, St Mary's
Yarm, St Mary and Romauld
York, Our Lady's, Acomb & English Martyrs
York, St Aelred's
York, St George's
York, St Wilfrid's York & St Joseph's Clifton

Why work for us?







NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our staff.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

We offer:

- Competitive pay
- Defined benefit pensions
- Annual pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

Additional benefits include access to:

- Vivup - Lifestyle savings - store discounts
- Vivup - Discounted gym membership
- Vivup - Cycle scheme
- Full wellbeing package

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.

Training, Development and Progression

We offer a comprehensive training package that caters for all staff from future Initial Teacher Training pupils through to chief executive officer, as well as our non-teaching support staff.

We encourage staff to undertake training and development and to explore new challenges within the Trust wherever appropriate.

A full suite of training packages are available across the Trust some delivered in-house and others via our partnerships for national continuous professional development (CPD) trainers such as Best Practice Network.

Our evolving team of standards advisers support school leaders in providing individually tailored coaching and mentoring.

We also offer a range of appropriate courses for staff in a variety of roles, including business and school administrators, teaching assistants and pastoral support staff.

Early career teachers benefit from a comprehensive professional development programme delivered in collaboration with nationally recognised partners.

A combination of face to face and remote sessions involving online training videos and materials cover the range of competencies in the Early Career Framework.

Leaders currently in post engage with Best Practice Network on, for example, Excellent Middle Leaders Courses or School Curriculum Leadership.

Aspiring headteachers undertake National Professional Qualification for Headship (NPQH) and existing headteachers can continue to progress through their National Professional Qualification for Executive Leadership (NPQEL) qualification.

All staff can access training relevant to their current needs, through partnerships with organisations such as the Research School's Network and Leeds Carnegie Centre of Excellence for Mental Health.

In addition to face to face sessions, staff at all levels can undertake accredited courses from Level 1 upwards covering bespoke topics specific to their roles, such as Understanding Autism and Managing Challenging Behaviour.

Central Services and business and administrative staff receive training on key aspects of their roles identified in conjunction with their team leaders.

How to Apply

Application form and further information is available from:
npcat.org.uk/current-vacancies

Applicants should complete and return a **Teacher Application Form** & a **Recruitment Monitoring Form** to:

vickers.t@trinity.npcat.org.uk

Should you be shortlisted for an interview, you will be required to complete a Rehabilitation of Offenders Disclosure Form.

Job Description: This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

Person Specification: This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about this post, please contact Rachel Merifield, Trust Learning Lead at merifield.r@trinity.npcat.org.uk

Thank you for your interest in NPCAT. We look forward to receiving your application.

Please note that if you do not hear from us within 2 weeks from the closing date you are to assume your application has been unsuccessful on this occasion.

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