AMBITION | RESPECT | BELONGING

SIR JOHN THURSBY COMMUNITY COLLEGE

Sir John Thursby Community College



Candidate Information Pack

Teacher of MFL

AMBITION | RESPECT | BELONGING

Welcome from the Headteacher

Dear applicant,

I am delighted to welcome you to our thriving and popular school. We are incredibly proud of our students, community, staff and curriculum and we are excited by this appointment. As Headteacher, I am looking to further strengthen our already well established and effective teaching team who secured an extremely positive inspection in April 2023 and continue to show real ambition for the needs of our students and their families.

Our school is characterised by the way we treat our people and through our core values of Ambition, Respect and Belonging. We believe that all members of our school community should be known, valued and loved and we expect all to share this commitment. We are committed to the professional development or our staff, high standards and ambition for our students alongside respect and kindness for all in our SJT family. We are looking for someone who is able to live out these values.

We are proud of the investment we make into the quality of teaching and we work hard to ensure that all teachers have access to high quality professional development. We are a research driven school and we use the EEF implementation model to drive our school improvement. Our current implementation plans are around Assessment, Mixed Attainment Teaching and Literacy. I am keen to further these with some work around Ambition and look at our strategic vision to ensure we are a beacon of excellence.

At SJT we value our staff and have worked hard enable all staff to have a good work-life balance in a supportive working environment. To enable this we give all our staff at least 20% non-contact time. We have made significant reductions to marking expectations and have made substantial reductions to the number of after school meetings for staff. SJT is a very positive community, with our recent staff survey showing the majority of our staff to be happy, content and proud to be a part of our school with over 83% recommending SJT as a great place to work. We are committed to supporting well-being and development of all our colleagues as we recognise that teaching can be a challenging job. We would welcome discussions about flexibility around the advertised role and would be keen to make achievable adjustments for the right candidate.

We encourage visits to our thriving school at your convenience and I would be delighted to welcome you and show you around. Please contact Susan Rigg (s.rigg@sirjohnthursby.lancs.sch.uk) to arrange a convenient appointment.

I am excited about the scope of this post. If you like what you have read, and you feel you align with our values, we look forward to hearing about what you can bring to SJT on our journey to excellence.

Matt Renshaw
Headteacher

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Sir John Thursby Community College
Eastern Avenue, Burnley, BB10 2AT
Tel: 01282 682313
Email:
recruitment@sirjohnthursby.lancs.sch.uk
Website: www.sirjohnthursby.lancs.sch.uk
Headteacher: Mr M Renshaw

Teacher of MFL

(German / French)

Full-time / Temporary to cover maternity leave
MPS/UPS £34,069 - £52,835pa
To start 01.01.2027

"We are characterised by how we treat our people"

We are incredibly proud of our ambitious, curriculum focused, research-driven school. Our vision is built around the principles of ambition, respect and belonging and we have a strong commitment to the development of our staff as outstanding professionals.

We wish to appoint an excellent teacher to join our experienced and supportive MFL department where we offer AQA GCSE Language courses at KS4 which work in tandem with our engaging and challenging KS3 curriculum. We have:

- strong and improving results, with very high rates of KS4 uptake at GCSE – over 65% of pupils study a language into year 10 and 11
- an ambitious and exciting curriculum which is continually under development to ensure it remains contemporary, relevant and up to date
- students who are well-behaved, engage well with their language learning and are positive about school

This is a great opportunity for the right candidate to contribute to our work and benefit from an excellent environment, where all staff are encouraged to progress their careers with us. We have great facilities ensuring that our pupils and staff have the best learning environment in which to achieve. SJT is a very positive community, with our recent staff survey showing the majority of our staff to be happy, content and proud to be a part of our school with over 83% recommending SJT as a great place to work.

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We are looking for a teacher who shares our drive and passion to inspire our students with their love of their subject and the motivation to ensure every pupil achieves through:

- Outstanding classroom practice and an ability to engage all young people.
- A commitment to contribute to our enrichment programme.
- The ability to motivate pupils of all abilities to achieve their full potential.
- A passion and commitment to raise standards and achievement.
- The ability to work and contribute as part of a team.
- Commitment, resilience, patience, hard work and a good sense of humour.
- The willingness to do what it takes to achieve a goal.

The successful candidate will fully embrace our ethos of Ambition, Respect and Belonging whilst bringing fresh ideas that will build on current strengths and achievement. A core pillar of our "belonging" ethos is that all in our community are known, valued and loved. We want all staff to share this commitment.

We welcome applications from ECTs or more experienced colleagues wishing to join our vibrant and forward-thinking school.

Whilst the post will ideally be for full-time hours, requests for part time / job share will be considered.

For an application pack please:

- download from the college website: Sir John Thursby Community College - Vacancies
- or telephone 01282 682313
- or email recruitment@sirjohnthursby.lancs.sch.uk

Send your completed Application form (only the version attached) stating which post you wish to apply for to: **recruitment@sirjohnthursby.lancs.sch.uk**

Closing date: **9am Thursday 3rd December 2026**
Shortlisting: **Friday 4th December 2026**
Interviews: **Thursday 10th December 2026**

The college is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. You will be required to undertake an enhanced DBS disclosure and other recruitment checks. Please note that in line with Keeping Children Safe in Education 2026 an online search will be carried out as part of our due diligence on shortlisted candidates.

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Sir John Thursby Community College – Job Description

Job title: Subject Teacher

Salary: MPS/UPS

Contract type: Full time, Temporary maternity leave cover

Reporting to: Learning Leader

Accountable for: Well-being and achievement of students; delivering excellent standards of creative and engaging teaching and learning

Main purpose

Our aim is to establish a truly great school, where outcomes for students place it in the top 10% of schools nationally. The role of a subject teacher, under the direction of their Learning Leader and the Headteacher is to:

- Ensure that there are high standards of achievement in all classes through the delivery of high quality teaching and learning
- Contribute to and promote the school's Strategic Vision

Duties and responsibilities

The duties outlined in this job description are in addition to those covered by the latest Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Key tasks

1. To plan and prepare excellent lessons with a clear learning objective, a strong focus on component knowledge and resources appropriate to the subject matter and the students being taught to ensure achievement for all.
2. To deliver high quality lessons responding to the needs of all learners to support students, including those with SEND, to access the curriculum and make good progress
3. To use adaptive teaching to ensure that all students can access their learning in broadly mixed attainment settings
4. To routinely check for understanding and regularly assess the progress of students, intervening where necessary, to promote maximum achievement
5. To set appropriate and demanding expectations for students' learning and motivation. Set clear targets for students' learning, building on prior knowledge and starting point
6. To provide regular feedback to students, based on good practice, and ensure that all students are clear about how to improve their learning
7. To be responsible for maintaining a positive climate for learning in the classroom and support a respectful environment where all students are known, valued and loved.
8. To identify students who have special educational needs and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Education Plans (IEPs) and Individual Behaviour Plans (IBPs)
9. To follow the school's procedures for reporting student progress to parents
10. To act as a form tutor to a group of students within the year structure

11. In addition, to take on any other duties, at no higher level of responsibility than this role when required
12. To follow our safeguarding policy and procedures to ensure that all students are safeguarded appropriately

Equal opportunities
We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety
All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding Commitment
This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Matt Renshaw
January 2025

Attributes	Essential	Desirable	How identified
1. Qualifications	• QTS • Degree or equivalent	• Recent relevant INSET • Ability to teach an additional subject	Application form
2. Experience	• Evidence of excellent teaching over time • Experience of teaching across the whole ability range of students • Experience of teaching across the 11-16 age range of students	• Evidence of positive outcomes from Y11 classes • Experience of planning long & medium term schemes of learning • Experience of leading extra curricula activities	Application form Supporting letter Selection process References
3. Skills and knowledge	• Clear understanding of what makes excellent teaching • Clear understanding of how to accurately assess student progress • Clear understanding of how to meet the needs of all students • Clear understanding of current developments & initiatives in the development of the subject across KS3 & KS4	• Clear understanding of new KS4 specifications • Clear understanding of how the KS3 curriculum supports skills and knowledge needed for KS4	Supporting letter Selection process
4. Personal qualities	• A passion to make a difference to young people's lives through education • Ability to build effective working relationships • Enthusiastic, resilient & solution focused • An effective team member, who works well with other people • Effective organisation skills • Good oral & written communication • To like young people and build positive relationships with them • Not to settle for good, but always strive to improve • A commitment to safeguarding and equality • Sense of humour	• Ability to contribute to whole school policies and initiatives	Supporting letter Selection process References

5. Other	• Application form completed in full • Letter of application (max 2 sides A4, font 11) • Enhanced DBS disclosure • Satisfactory health check • A commitment to sustain regular attendance at work		Application School checks

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Employee Benefits - Why Choose Sir John Thursby Community College

- A commitment to staff wellbeing, development, training and support.
- Modern, facilities managed, school building with excellent facilities for learners and colleagues
- Smart boards and visualizers in every classroom to support high quality teaching and learning
- Generous non-contact time with **20% for MPS/UPS teachers**
- Well planned school calendar to support professional and personal life balance
- Family friendly employer with opportunities for flexible working, including part-time, job share, term-time working – dependant on your job role and business need
- Access to a **high quality CPD programme** focussing on key areas of implementation based on the latest Educational Research and planned around the EEF guidance on professional development.
- Opportunities to access **external courses and training**
- Membership of The National College for all staff
- High quality induction, support and training for Early Career Teachers
- 'Welcome to SJT' induction day to ensure you feel 'first day ready' with on-going 'on boarding' follow up
- Disaggregated INSET to support long weekend in November to rest and recharge
- Pension: Membership of the Teachers' Pension Scheme (TPS) with employer contributions of 23.68% or the Local Government Pension Scheme (LGPS) with generous employer contribution
- Positive climate for learning around school supported through our brilliant basics and behaviour policy
- Proactive, supportive and visible Leadership Team to support the climate around school
- Great Pennine location with good transport links both cross country and the motorway as well as public transport options
- Automatic annual pay progression for all teachers
- Staff commendation programme
- Access to free mental health and wellbeing support along with access to the LCC Employee health & wellbeing website and digital health and wellbeing platform - Optimise
- Opportunity to earn additional income and access complimentary lunch through lunch time duties
- Occupational Health Service
- Occupational sick pay scheme
- Cycle to work scheme
- Free car park
- Onsite catering facilities with complimentary morning coffee shop
- Staff discount scheme (in partnership with Vivup) gives employees access to a huge range of discounts across the UK's major retailers including supermarkets, technology, fashion, travel and much more!
- A long service award scheme

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SIR JOHN THURSBY COMMUNITY COLLEGE

STRATEGIC VISION AND VALUES 2025 - 2028

AMBITION	To enable social mobility and to make a difference in the lives of our students.
RESPECT	To enable our young people to become confident, resilient, informed, adaptable and caring members of society.
BELONGING	To be a community-centred school, where all students achieve the academic success needed for further study and employment.

OUR STRATEGIC PRIORITIES "WE WILL"

1. Deliver a well-structured, knowledge-based and research-driven curriculum
2. Invest in the development of high literacy levels
3. Ensure that all students benefit from mixed-attainment teaching
4. Accurately assess to address gaps in learning
5. Achieve high standards of respectful behaviour
6. Invest in impactful and transformational leadership at all levels, taking the actions that make the biggest difference
7. Ensure we recruit, train and retain high-quality professionals

OUR VALUES

- We are **ambitious** for our students
- We **value and invest** in our staff
- Our students deserve great teaching every lesson
- Strong positive relationships make a great school
- We treat each other with care, respect and kindness
- All members of our school community are **known, valued and loved**
- Our families play a key role in supporting our students to be successful
- We ensure our curriculum includes opportunities outside the classroom
- All of us at SJT have the capacity to improve what we do

MEASURES OF OUR SUCCESS

AMBITION We will have academic outcomes in the top 20% of schools and ensure all our students can access high-quality apprenticeships, degrees or training.

RESPECT Our students will behave well, leading to teachers being able to deliver exciting and engaging lessons and experiences linked to our ambitious curriculum. We will maintain a commitment to well-being, workload, research and career progression for staff.

BELONGING We will be characterised by how we treat, train and develop our people. Our team will be empowered to make a difference.



Further Information

Thank you for your interest in joining our fantastic team here at Sir John Thursby Community College.

Application forms can be found on our website: www.sirjohnthursby.lancs.sch.uk

Completed application forms should be returned by the closing date to recruitment@sirjohnthursby.lancs.sch.uk

CVs will not be accepted. Please note that we are only able to employ nationals of European Economic Area (EEA) countries, citizens of Switzerland and those legally entitled to work in the UK. Lancashire County Council does not hold a sponsorship licence and is unable to employ non-EEA nationals under tiers 2 or 5 of the points based system. If you submit an application form and are shortlisted for interview, you will be required to produce documentary evidence of your right to work in the UK. Please note that we will seek references for shortlisted candidates prior to interview.

The school is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. If appointed you will be required to undertake an enhanced DBS disclosure and a range of other recruitment checks. Please note that in line with Keeping Children Safe in Education 2026 an online search will be carried out as part of our due diligence on shortlisted candidates.

Follow the link to watch 'Burnley By Drone' to see a beautiful area in which to live and work - Burnley by Drone - YouTube

For an interactive tour of SJT follow this link
- Sir John Thursby Community College - Interactive Tour of SJT

If you have any questions please do not hesitate to get in touch.



Sir John Thursby Community College, Eastern Avenue, Burnley, BB10 2AT, 01282 682313
www.sirjohnthursby.lancs.sch.uk