



APPLICATION PACK

ACADEMY:	Great Sankey High School
ROLE:	Teacher of Modern Languages
START DATE:	September 2024
SALARY:	£30,000 - £46,525 (Grade MPS – UPS)

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MESSAGE FROM THE TRUST

Dear Applicant,

We are delighted that you are considering applying for a role at Great Sankey High School, part of Omega Multi-Academy Trust. Your interest comes at an important and exciting time in the development of the trust and the implementation of our new three-year strategic plan. Our mission and aims sit at the heart of our strategy; to provide the best school experience possible for every child, and to be the best employer we can be.

Formed in 2018, Omega Multi-Academy Trust is a cross-phase group of seven schools serving the metropolitan Borough of Warrington and the City of Liverpool. Our schools are firmly rooted in their communities and respond to their needs with local understanding and knowledge, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity that arises to embrace the sharing of best practice, celebrating our many strengths whilst learning together from our mistakes.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our staff who have welcomed our new strategic vision so enthusiastically. The strategic plan, as well as having a necessary focus on school improvement as standard, includes a focus on you, the people who help and support our children and young people to stay safe and thrive.

If we are successful in our mission, we will have ensured our schools provide:

- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.

The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. In recent months we have achieved:

- Extremely positive outcome from Ofsted's recent Summary Evaluation of our Trust, commenting on our rigorous approach to staff development, our development of leaders and our strong commitment to staff wellbeing. Inspectors commented that our offer makes Omega Multi-Academy Trust an attractive employer.
- Strong outcomes in each of the Ofsted Inspections
- Strong outcomes in Early Years, Key Stage 1 and Key Stage 2.
- Strong or improving outcomes in both Post-16 and GCSE examination cohorts at our two Secondary Schools.

Our dedicated staff and committed team of Trustees and Governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance. We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'C Wilcocks'.

Mr Christian Wilcocks
CEO Omega Multi-Academy Trust

MESSAGE FROM THE HEADTEACHER

I am delighted to share this amazing opportunity at Great Sankey High School, as we seek to recruit a talented and aspirational professional to join our team.

I am proud to be the Headteacher of the school and I will lead the Great Sankey learning community to be an employer of choice who provides excellent teaching and learning with passion and purpose, based on our core values of Growth, Respect, Excellence, Aspiration and Teamwork. Our mission is for everyone in our school to be happy and inspired by their school experience and for our staff this means working in a warm, welcoming and purposeful environment. This position is key in helping us to empower students to harness their own creativity, to raise their aspirations and to achieve their potential.

Great Sankey High School was judged as 'Good' overall by Ofsted in our most recent inspection in March 2023. We aim to continue a journey of improvement and transformation and I am determined to provide an exceptional quality of education and culture for all students, with the ambition that all will excel both academically and as aspirational and inspirational young people. There is no better time to join us, as a colleague, a leader or a student.

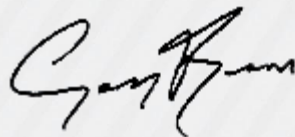
Our philosophy is grounded equally in securing the highest professional standards and supporting and caring for all professionals. Great Sankey High School is a founder member of the Omega Multi-Academy Trust and all staff benefit from exceptional networks and opportunities. A broad and varied professional development package is available, driven by the latest educational research with a focus on the development of all professionals at each career stage. Colleagues who train with us, grow with us and progress with us.

The school is situated close to local transport links and is easily accessible from areas in the North-West. Our School has been open for a number of years and now boasts over 2100 students across Key Stages 3, 4 & 5. The school has Barrow Hall College, a large school based sixth form. Students and staff are incredibly proud of their school and are determined to work together to secure further improvements and achievements.

Great Sankey High School benefits from increasingly impressive facilities and ongoing projects. The school has seen significant investment in a building and refurbishment programme, resulting in a range of new specialist science classrooms and new sports accommodation.

So, if you are eager to join a forward-thinking organisation committed to securing the highest educational, professional and personal standards, are keen to learn, develop and work with colleagues, students, parents and the community and are passionate about transforming student lives and the opportunities provided to our communities then we would be delighted to hear from you.

Yours faithfully,

A handwritten signature in black ink that reads "Gary Evans". The signature is written in a cursive, flowing style.

Mr Gary Evans
Headteacher

JOB DESCRIPTION

Academy:	Great Sankey High School
Job Title:	Teacher of Modern Languages
Grade:	MPS – UPS (£30,000 - £46,525)
Accountable to:	Headteacher, via SLT line-manager and Head of Department
Contract type:	Permanent, Full Time
Closing date:	20th May 2024 at 9:00am

We seek someone who shares our vision and values and has the passion and commitment to promote a culture and ethos wherein all students are able to achieve and have their achievements recognised. The successful candidate will deliver high-quality teaching and will be a creative, motivational and effective classroom practitioner. You will raise attainment and progress through innovative and engaging teaching and will be an inspirational classroom teacher. The department currently offers French and Spanish at KS3, KS4 and KS5. The ability to teach one of these at Key Stage 5 would be an advantage.

The successful candidate will be a passionate and hard-working teacher who can offer:

- an innovative and creative flair
- the learner at the centre of their vision
- excellent classroom practice
- the ability to motivate, challenge and be challenged

We welcome applications from experienced teachers as well as from Early Career Teachers. We offer a full package of support through our induction process and CPD programme.

Core Purpose:

- To support the aims of the school, ensuring that the philosophy of inclusion continues to be the experience of all pupils and that the Every Child Matters agenda is delivered
- To maximise the achievement and progress of students in the subject
- To teach high quality lessons with effective classroom management

Teaching for Learning:

- To set high expectations for student performance.
- To be responsible for the planning, preparation and delivery of appropriate lessons and courses to meet the educational needs of the students in the teacher's care.
- To use allocated PPA time appropriately to this end.
- To produce structured lessons with pace, which employ a range of resources and teaching styles to maximise student progress and enjoyment, through clear, shared learning objectives and outcomes.
- To write and update schemes of work/courses as required, where possible, working as part of a team, sharing good practice.
- To contribute to the development of the department and the school as a whole.
- To contribute to the development of the profession, through assisting with trainee teachers.
- To ensure that all students' needs are met, in particular specific groups including SEN and HPA, liaising as necessary with support staff to provide differentiation and support.
- To set high standards and provide a role model for students and other staff.
- To incorporate Assessment for Learning techniques into lesson delivery, so that students are clear on what they have achieved and how they can improve.
- To establish and maintain a purposeful learning environment, which is attractive.
- To provide work and set list for cover for planned absence.
- To assist in the provision of cover for absent colleagues, as requested within the agreed limit, and to assist with the direction of supply staff as appropriate.

Behaviour for Learning:

- To be responsible, both individually and in conjunction with other colleagues, for good discipline, adhering to school policy, and ensure students' health and safety is a priority in the classroom, in school generally and when on school visits.
- To undertake break, lunch and detention duties as requested.
- To forge positive and productive relationships with all students and staff.
- To report any concerns for students' well-being to ensure Child Protection and Anti-bullying procedures are actively administered.
- To act as a form tutor, as required, in keeping with the form tutor job description.

Continued Professional Development:

- To attend INSET, courses, and meetings in order to continue personal professional development for self and to ensure that a secure, up to date, specialist subject knowledge and an understanding of current methodology is maintained.
- To take part in lesson observations and Performance Management reviews.
- To involve self in additional Teaching & Learning based activity where possible, including the Teaching & Learning Working Group and mutual observation to improve practice for self and colleagues.

Monitoring and Assessment:

- To assess, record and report on the development, progress, and attainment of students, as individuals and groups, in line with school and departmental policy and as requested.
- To mark students' work carefully, conscientiously, and regularly according to school and departmental policy.
- To set student targets and track pupil progress, analysing pupil performance and attainment standards for groups taught in comparison to prior attainment, cognitive ability tests and minimum target levels/grades.
- To participate in open evenings, parents' evenings, and other functions of a similar nature, as deemed necessary by the Headteacher.
- To prepare and assist with subject examinations where the professional skill/judgement of a teacher is required. This does not include basic invigilation.

Accountability:

- To liaise on behalf of the school with students, parents, staff, visitors, and governors as appropriate.
- To meet deadlines in accordance with school and department policy.
- To undertake regular self-evaluation of one's own teaching methods, materials and schemes of work employed and to make changes as appropriate.
- To ensure that all Monitoring, Evaluation and Review are managed as detailed in the School Progress Cycle.
- To contribute to whole school reviews of policy and aims.
- To report absence at the earliest convenience to the member of staff responsible for Cover and on return to school to see the Headteacher.

The responsibilities above are subject to the general duties and responsibilities contained in the current statement of Teachers' Conditions and Employment. This job description takes into account the recommendations of the roles and responsibilities as outlined in the TTA National Standards as well as the broad guidelines for Subject Leaders.

This job description is not necessarily a comprehensive definition of the post and will be subject to modification or amendment at any time after consultation with the post holder. The post-holder will undertake the professional duties of a member of school staff as circumstances may require under the reasonable direction of the Headteacher.



At Great Sankey High School, I have always been supported to fulfil not only the school ambitions but my own as well. The school is a place where careers are made.

My own personal journey has given me fantastic career progression, which has allowed me to hold several positions of responsibility including KS3 Science Co-ordinator, Aim Higher Co-ordinator, Teaching and Learning Co-ordinator, Specialist Leader of Education, Head of Biology, Head of Science, STEM Leader and after completion of my NPQSL, most recently, Head of the Sixth form provision, Barrow Hall College..

My professional development is testament to Omega MAT's commitment to staff development which over the years has allowed me to progress in a school where our shared values do mean that we are great in name and greatest together.

Helen Stones

Assistant Head Teacher – Director of Key Stage 5

PERSON SPECIFICATION

Academy: Great Sankey High School

Job Title: Teacher of Modern Languages

You should be able to demonstrate that you meet the following criteria which are all essential:

E= Essential D=Desirable

Measured by:

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded. The application form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. There should be no unexplained gaps in career history.

QUALIFICATIONS		
E	PGCE or teacher-related qualification	A
D	Degree in main subject or SKE	A

EXPERIENCE		
E	Experience of working in secondary school	A/I
D	Experience of working in a team	A/I
D	Experience of working independently	A/I
E	Experience of creating schemes of work/resources	A/I

KNOWLEDGE/UNDERSTANDING		
E	KS3 & KS4 National Curriculum	A/I
D	KS5 National Curriculum	A/I
D	Assessment	A/I
D	Safeguarding & Health and Safety rules.	A/I

PERSONAL QUALITIES AND SKILLS		
E	Good communication skills	A/I
E	Good interpersonal skills	A/I
E	Honesty	A/I
E	Team player	A/I
E	Organisational skills	A/I
E	ICT literate	A/I
E	Empathy with students/ability to form good relationships	A/I
E	Ability to meet deadlines/manage time	A/I
E	Initiative/Problem-solving skills	A/I
E	Enthusiastic ability to motivate others	A/I
E	Willingness to learn new skills	A/I
E	Commitment to the school ethos and aims	A/I

ADDITIONAL FACTORS		
E	A commitment to raising achievement across the whole age and ability range	A/I
E	Willingness to be involved in extra-curricular activities	A/I
E	Driven towards achieving results for all	A/I
E	Commitment to developing links with parents and the wider community	A/I

PRE-EMPLOYMENT CHECKS		
E	Positive recommendation from all referees, including current employer	R
E	DBS Clearance post appointment	N/A

THE SELECTION PROCESS

HOW TO APPLY:

Thank you for taking time to read and digest our information. If you wish to apply for this post with Omega Multi-Academy Trust then you should:

- If you would like to discuss this role with the Headteacher or a member of the Senior Leadership Group email Jen Lewis at headshipteam@greatsankey.org with your request.
- Download and complete the Omega Multi-Academy Trust application form
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible). There must be no unexplained gaps in your career history.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Great Sankey High School. CVs cannot be accepted.
- Email completed application forms to recruitment@omegamat.co.uk by the deadline below

PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

TIMETABLE FOR THE SELECTION PROCESS

Closing date for applications: **20th May 2024 at 9am**

Start date: **September 2024**



It is a privilege to teach at Great Sankey High School. Since the beginning of my career I have been surrounded by the most supportive colleagues who have always made me feel as part of a family more than a staff body.

Each year I have been provided with the opportunity to develop my practice not only as a subject teacher but also in taking on different opportunities outside the classroom.

The most fulfilling part of my role has been working with the students pastorally, providing them the platform to achieve their absolute best in a safe and supportive environment.

Ben Evans

Year 8 Progress Leader, Teacher of History and Politics

STAFF WELLBEING & BENEFITS

Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores.



Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants



An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes



An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



An offer to purchase an electric car by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Discounted corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK

STAFF WELLBEING & BENEFITS



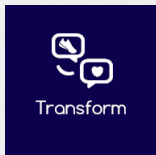
Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



Video or phone consultation with a GP at a time that suits you.



Legal, money advice and personal support and guidance.



Transform brings together a carefully created suite of wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.



“It is an honour to teach at Great Sankey High School. Since starting last year as an ECT I have been continuously and exceptionally supported by my department as well as the wider school. I have created life long friendships here and feel a valued member of the team.

I love the relationships which I have created with students and due to ongoing opportunities for CPD; I feel motivated to develop and reenergise the way I approach teaching and learning regularly throughout the year. The most fulfilling part of my role is to see students I teach become more empowered within my subject area and this is something that is made possible by the dedication Great Sankey High School shows its staff members.

I have enjoyed the start of my teaching career and have learnt so much from my experiences and mentors at Great Sankey High School. I look forward to the future!

Ellie Giles
Teacher of History





Great Sankey High School

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