RAINFORD HIGH

Teacher of English

EVERYONE Matters
EVERYONE Helps
EVERYONE Succeeds

PROUD TO BE A MEMBER OF
EVERYONE MATTERS
SCHOOLS TRUST

Principal's welcome

As Principal of Rainford High and CEO of the Everyone Matters Schools Trust. I am passionate about making Rainford High the best possible school for the young people who come here. This school is an inclusive and continually improving school, we are moving towards our goal of achieving excellence. As part of the Everyone Matters Schools Trust our aim is to build a legacy of excellent education for all our children and our community.

Our school has a clear ethos that **Everyone Matters, Everyone Helps and Everyone Succeeds**. This means we expect our community to be polite, kind and respectful, make sensible choices and work hard. To ensure **Everyone Matters** we are compassionate, understanding and ethical in how we operate as a school and trust. We understand that as a community we are an interconnected team and - put simply - we improve every day when **Everyone Helps**. We value the importance of hard work and the ability to keep going and overcome challenges as this means **Everyone Succeeds**.

Schools are fantastic places because they are about making dreams a reality. I believe young people can achieve anything that they want but they must underpin their dreams with a solid foundation of hard work, respect and honesty. It is Rainford High's job to prepare its young people for the future. I believe that the same applies to our staff we want them to be the best they can be and be happy, proud and fulfilled as part of our school community

We are looking for a special kind of person who wants to be part of community, live our ethos and make a difference to everyone who is part of the school and the trust. We believe that better people make better teachers, and we want the best people to work as part of our very special school community

Principal
Ian Young

Role overview

At Rainford High we need a great English teacher to become part of our dynamic and developing team. Rainford High is an inclusive, aspirational and inspirational community and we are looking for teacher who can engage all young people in the joy of learning English. We need a person who can inspire all our students from Year 7 right the way through to Year 13. This is because we need a teacher who can inspire all our young people because every child's journey in English matters.

We need the right person who brings a vision and passion for the subject of English so that they are committed to make sure everyone can be helped to learn and progress in one of our most challenging academic subjects.

For this reason, we need a person who can not only work with children but with colleagues as well to ensure the foundations of this subject can be delivered to all with clarity, accuracy and understanding so they can build strong English language and literature foundations to enable everyone to work hard and succeed.

The right person will be a positive team player who wants to add value to how English is delivered at Rainford High. In return they will have the opportunity to deliver to young people across Key Stage 3, 4 and 5 and be part of a team that reflects the school ethos of Everyone Matters, Everyone Helps and Everyone Succeeds. As a school we are passionate about the development of our team members to become the best professional possible as well as supporting them in developing and furthering their career.

Now is a great time to be joining Rainford High and as a school that makes a difference by supporting and challenging our community and join an English team that is making a difference to the education and development of every child in the school. The next person to join the team needs to be the right person. As a school we believe that better people make better teachers. We expect all our team to be part of our community and make a difference both within and beyond the classroom.

Rainford High is a partner in the Everyone Matters Schools Trust and this gives opportunities for cross school and cross phase collaboration both within and beyond the school and the Trust.

We look forward to receiving your application and seeing if you could be the right person to join our community and team.

Our school

Rainford High is an inclusive, inspirational and aspirational school community that prides itself on being truly comprehensive providing a great all-round education for our community.

We offer a broad, balanced and enriched curriculum that exceeds the National curriculum across key stage 3, 4 and 5. We are proud that we try to excel in all areas of school life including sport, the Arts, STEM and community work to make sure that all our community benefit from being part of Rainford High.

The students and staff are key to making Rainford High a special place that is compassionate, understanding and kind as well as being focused on achieving the highest standards for everyone in everything we do.

The Trust

EVERYONE MATTERS
SCHOOLS TRUST

We are a trust that is passionate about making a difference to every child and person in the community we serve. We work tirelessly to ensure we have great schools made up of great people supported by the trust to provide a great educational offer for every child who attends one of our schools.

Our mission is to improve every person's life and their opportunities
Our trust culture is based on our humanity and the principles of compassion, generosity and kindness. We are proud of the trust's ethos and vision:

Everyone Matters: we strive for all our partners to be happy and successful schools within our trust community based on our culture of compassion, generosity and kindness.
Everyone Helps: we work together to make great choices for our schools and our children to create an interconnected community of team members who do the best for children, staff and our community.
Everyone Succeeds: we work tirelessly together to overcome the challenges we face to invest in our schools, so all our schools, children and team members are successful.

RAINFORD HIGH

UP HOLLAND HIGH SCHOOL

RAINFORD BROOK LODGE

I DO MY BEST
CHAPEL END PRIMARY SCHOOL

Job description

Rainford High is more than just a school; it's a place where Everyone Matters, Everyone Helps, and Everyone Succeeds. Join us in shaping a brighter future for the next generation.

Details of Responsibilities

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support the English curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a Teacher/Form Tutor
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To contribute to raising standards of student attainment
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

Teaching:

- To undertake a designated programme of teaching across all key stages
- Teach consistently high-quality lessons
- Plan and deliver schemes of work and lessons that meet the requirements of the KS3, 4 and 5
- Be a role model for students, inspiring them to be actively interested in English.
- To maintain appropriate records and to provide relevant accurate and up-to-date information as requested
- To complete the relevant documentation to assist in the tracking of students
- Set expectations for staff and students in relation to standards of achievement and the quality of learning & teaching
- Prioritise and manage time effectively, ensuring continued professional development in line with the role
- To follow the school policies and procedures
- To ensure the effective/efficient deployment of classroom support
- To maintain discipline in accordance with the school procedures, and to encourage good practice regarding punctuality, behaviour, standards of work and homework
- Follow schemes of work at all Key stages promote aspects of Personal Development related to English
- Updating professional knowledge and expertise as appropriate to keep up to date with developments in teaching practice and methodology, in general, and in the curriculum area of English. Promote English learning through out of hours activities.
- Ensuring a high-quality learning environment within the English area.

Assessment, Feedback and Tracking:

- To lead, monitor and evaluate the assessment and feedback to students in line with whole school and department policy
- To follow department monitoring and tracking systems relating to student's attainment, progress and achievement
- Mark, grade and give written/verbal and diagnostic feedback as required
- Undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures
- Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required
- Complete the relevant documentation to assist in the tracking of students
- To follow department policy regarding department tracking of student progress and use information to inform learning and teaching
- Follow assessment arrangements in English at all Key Stages, and in all areas as required by school policies, including standardising those assessments

Staff Development:

- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Management process
- Participate in whole school CPD programmes
- To take part in the staff development programme by participating in arrangements for further training and professional development.

Student Support and Progress:

- To be a Form Tutor to an assigned group of students
- To promote the general progress and well-being of individual students and the Tutor Group as a whole.
- To liaise with the relevant pastoral leaders to ensure the implementation of the Student Support systems
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required
- To contribute to the preparation of interventions and other reports as required
- To alert the appropriate staff to problems experienced by students
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
- To contribute to PSHE and citizenship and enterprise according to school policy
- To apply the Behaviour for Learning policy so that effective learning can take place

- Meet with students over whom there are concerns and contact home where necessary in conjunction with student support teams
- Meet with students over whom there are concerns and contact home where necessary in conjunction with student support team and department heads.

Safeguarding:

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding and Safe Practices policy within the school
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.

Communications, Marketing and Liaison:

- To communicate effectively with the parents of students as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside the school. To follow agreed policies for communications in the school
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, liaison events with partner schools and industry links.

Personal Responsibilities:

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example
- To actively promote school policies and procedures
- To be responsible for own continued professional development
- To comply with the school's Health & Safety policy and undertake risk assessments as appropriate.
- To be courteous to colleagues, visitors and telephone callers and provide a welcoming environment
- To undertake duties before the school day, at break and after the school day on a rota basis
- To attend meetings scheduled in the school calendar punctually and to set cover work during any leave of absence

Notes:

- The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment
- This job description allocates duties and responsibilities but does not direct the amount of time to be spent on carrying them out and no part of it may be so construed
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year, and it may be subject to modification or amendment at any time after consultation with the holder of the post
- The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Principal.

Person specification

Criteria	E/D	A/I
Teaching and Qualis		
Qualified Teacher Status	E	A
Degree	E	A
Teaching Experience of at least a year	D	A/I
Recent Participation in Relevant In-Service Training	D	A
Professional knowledge and understanding		
Subject National Curriculum – ALL Key Stages	E	A
Assessment	E	A
Teaching and Learning Strategies	E	A
Ability to Teach Subject to GCSE	E	A
Ability to Teach Subject to A-Level	E	A
Willingness to assist in delivery of extra curricular activities	E	A
An awareness of safeguarding	E	I
Personal Skills and Abilities		
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	A
High Level of Communication and Interpersonal Skills	E	A
Personal Motivation	E	I
Ability to Motivate Students	E	I
Excellent Organisation and Administrative Skills	E	I
Excellent ICT Skills	E	I
Work as Part of a Team	E	A/I

E = Essential requirement of the role
D = Desirable requirement of the role
A = Assessed via the application form
I = Assessed at Interview
P = Presentation
T = Task

How to apply

The Everyone Matters Schools Trust Mission is to make a difference to every person so that we improve their life and opportunities. The Trust is working hard to make a difference to staff workloads by investing time, technology and support to make Rainford High a great place to work. For the right candidate there will be additional opportunities based on potential, ability and capacity to make a difference across the team and the school. If you believe you are good enough and can meet the standards, maybe Rainford High is the school for you.

Benefits of working for the Everyone Matters Schools Trust

- Flexible working Opportunities
- Development opportunities within the trust
- Long Service awards
- Cycle to work scheme
- Holiday buying and selling scheme (support staff)
- Generous Annual Leave Package (support staff)
- Access to the Employee Assist Programme
- We look forward to receiving your application.

The school is committed to safeguarding and promoting the welfare of children. To ensure that this is achieved we expect all employees and volunteers to share this commitment, and staff will be recruited and selected in line with safer recruitment policy and practice. The successful applicant will undertake an enhance DBS check.

Application forms can be downloaded from the Rainford High School website at:
https://rainford.org.uk/about-us/vacancies/

Completed application form and supporting letter should be returned to my Personal Assistant, Mrs Julie Kershaw, J.Kershaw@rainford.org.uk. We look forward to receiving your application

Guidance

Application forms and letters should be typed in Calibri font and size 11.

Your letter of application should outline:

- Your experience
- Your qualities
- Any impact you have been able to show in previous roles
- How you believe you would contribute to our team
- Why you would want to work at Rainford High School as part of the Everyone Matters Schools Trust.

Please include two referees one of whom must be your present or most recent employer. If you are an ITT student applying for their first teaching role, please include your course tutor or equivalent and at least one school-based mentor.

We would recommend that application forms are submitted prior to deadline by at least two hours to allow for any issues that can occur with email and communication devices.