



St Michael's Church of England High School
A Church of England Academy

Growing in Body, Mind and Spirit

Therefore, choose

English Teacher



Candidate Information

Letter from the Headteacher

Thank you for your interest in the position of English Teacher currently being advertised at St Michael's CE High School, a Church of England Academy.

St Michael's is a special place to learn and work with a strong Christian identity. Our mission statement is:

*As a vibrant learning community
we choose to serve God
pursue excellence
and
celebrate the uniqueness of each individual*

We aim to achieve this mission through a Christian learning experience which focuses on opportunities for growth in body, mind and spirit:-

Body

Where the safety, happiness and wellbeing of pupils are paramount. Where every child matters and more crucially, know that they matter.

Mind

High expectations and aspirations in all areas of school life create a disciplined and ordered learning environment where creativity, passion and enthusiasm help to engender a life-long love of learning and secure excellent pupil outcomes.

Spirit

Where pupils are supported to find for themselves the person that God wants them to be and really experience the joy and hope of 'life in all its fullness'.

As a thriving, oversubscribed Church of England Academy within the Diocese of Blackburn, our values are rooted in the Christian faith. Serving God, pursuing excellence and celebrating the uniqueness of each individual are at the heart of our distinctive ethos as we strive to 'be the best that we can be'. We create and sustain our caring Christian community by encouraging positive supporting relationships based on Christian values and striking a genuine balance between the highest academic standards and opportunities for personal growth.

Worship is at the centre of our school life and is led by various staff, the Christian Youth Worker and/or pupils, with occasional support from local clergy or visitors. The school Chapel Choir (Hughes Tutorial) and Worship Band help to create a contemporary vibrant experience. Each day begins with a year group worship, assemblies and school prayers. In addition we hold Eucharist services in the school chapel throughout the year both at the

start of the day and at lunchtimes. These services are led by various members of the local clergy who are always willing to support the school.

The chapel in the magnificent Armstrong Centre is also used for staff prayers and reflections. We hope that the school's distinctive Christian ethos shines through in all aspects of our life and work here. We have numerous pupil leadership roles within school and an active charities committee. Each year group within school is linked to a particular charity.

All staff take responsibility for behaviour and wellbeing around school on a day to day basis and model the qualities and Christian values we believe are important for self- worth, respect, responsibility and stewardship.

In 2021 our GCSE results once again reflect outstanding levels of attainment by our pupils and these Centre Assessed Grades are indicative of sustained high levels of attainment over many years. In 2019 92% of pupils achieved 5+ 9-4 grades including English and mathematics and 75% at grades 9-5. Progress of pupils was also above average with a Progress 8 measure of 0.38. The school was in the top 10% of non-selective schools nationally for attainment for the sixth consecutive year. However, we are not complacent and remain ambitious for further success and the opportunities these results will provide for our pupils.

We want all who are part of 'Team St Michael's' to flourish and experience the hope and joy of life in all its fullness. We are confident that our pupils are provided with a rigorous and productive learning environment where they are both challenged and supported. We have talented, dedicated, caring and dynamic staff who are willing to develop innovative approaches to learning and teaching for our young people, provide outstanding care and guidance and support our distinctive Christian ethos.

I hope the information provided on our website gives you a clear flavour of our ethos, of what to expect at St Michael's and also helps you to prepare for the application process.

I look forward to receiving your application.

Yours sincerely

Jayne Jenks

Mrs Jayne Jenks
Headteacher



The English Department

The English Department is a leading area within the school, playing an instrumental role in shaping and enhancing whole school approaches to learning and teaching. The department is forward-thinking and we work together as a dedicated team, developing shared resources and collaboratively creating well-sequenced, engaging work.

Our English curriculum aims to develop imagination, curiosity and creativity. It enables pupils to enjoy a vast cultural heritage and develop skills which will sustain their personal development throughout their lives. We believe strongly that English is the key to everything else they learn. Their oral fluency in English, their literacy skills, their engagement in reading and their ability to write effectively, open the doors to learning across the curriculum. It is at the heart of their academic development and it is fundamental to their future options and opportunities. We want all our pupils to enjoy English, make outstanding progress and achieve excellent GCSE grades.

The English Department GCSE results in both language and literature are outstanding. The department has a vital role to play in the continued academic success of the school and has remained a high-achieving curriculum area; in 2019, in English language, 90% of pupils achieved a grade 9-4, 78% achieved grade 9-5 and 34% achieved grade 9-7. In English Literature, 90% of pupils achieved a grade 9-4, 73% achieved 9-5 and 26% grade 9-7.

In 2021 pupils were awarded grades through rigorous centre assessment and in English language 97% achieved grade 9-4, 84% achieved grade 9-5 and 35% achieved grade 9-7. In English Literature 97% achieved grade 9-4, 84% achieved grade 9-5 and 37% achieved grade 9-7.

Reading is, of course, a major whole school focus and our pupils benefit from our excellently resourced school library, situated in our Armstrong Centre. We actively encourage our pupils to read for pleasure, both during lessons and through extra-curricular clubs, thus developing a lifelong love of reading.

The curriculum area is well-resourced, each of the nine classrooms having an interactive whiteboard / CTouch screen and we have access to iPads and computer rooms within the school. The department offers both a reading and a creative writing club, with pupils being entered into external and internal competitions to help foster a culture of success.

Letter from the Governors



Thank you for requesting details for the post of English Teacher at St Michael's Church of England High School.

Most of the information you will need is displayed on the school website. However, the governors are proud to emphasise the 'excellent' SIAMS inspection in November 2018. This was achieved by a whole school community approach of teachers, support staff, pupils, parents, carers and governors working together.

The strong academic, sport, and performing arts record is supported by the active Christian ethos apparent throughout the school; providing the opportunity for pupils to grow in body, mind and spirit. Staff focus on continually raising attainment, encouraged by inspiring, forward-thinking leadership and management.

The governors will expect the successful applicant to become a full and active member of 'Team St Michael's' and to support our distinctive Christian ethos.

Thank you for your interest and I look forward to hearing from you.

Yours sincerely

Mr C M Metcalfe

Chair of Governors



Head Girl and Head Boy Letter of Welcome

We appreciate your interest in the role of English Teacher at St Michael's Church of England High School. St Michael's is an outstanding school with exceptionally high standards, allowing all pupils to develop both academically, physically, spiritually and socially.

'Team St Michael's' is a significant phrase used within our school life. The 'team' encompasses parents, pupils, staff and governors, who all work closely together allowing pupils to, "be the best that they can be". This 'team' helps create a strong pupil teacher relationship which is necessary to create mutual respect and a sense of community. Exceptional examination results already demonstrate that this is in place.

Christianity is at the heart of all that happens at St Michael's. 'Growing in body, mind and spirit' is the school's philosophy and this can be seen throughout school. At St Michael's, pupils' faith in Christianity is developed and encouraged. Each year group has a weekly worship, tutorial worship and prayers every morning and Christian values are embedded within lessons, helping to produce a compassionate environment.

St Michael's Church of England High School really is a fantastic place to learn. Pupils experience engaging and productive lessons, which challenge and support us.

'Celebrating the uniqueness of each individual' is another key focus, which is already well integrated into school life. We hope the member of staff appointed will be passionate and enthusiastic and willing to go the extra mile to support us in all that we do.

Yours sincerely

Amy and Benedict

(Head Boy and Head Girl 2021-22)



English Teacher: Full time or 0.8 FTE
Temporary 1 year contract
Required: 1 September 2022
Main Pay Spine / Upper Pay Spine

Applicants are asked to provide a fully completed application form and a supporting letter (no longer than 2 sides of A4 in length in Arial point 12) that clearly sets out how your experience to date prepares you for the advertised post (with reference to the job description and person specification).

Closing date for the receipt of completed applications: **9am Monday 16 May 2022**

Interview Date: to be confirmed

Applications should be returned by email to: vacancies@saint-michaels.lancs.sch.uk

Applicants will be asked to produce original certificates for all education qualifications stated in the application form prior to the appointment being confirmed. All appropriate safeguarding and attendance at work checks will be requested.





Person Specification/Selection Criteria

The applicant will be required to safeguard and promote the welfare of children and young people and be faithful to the trust deed.

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

Section A Qualifications, Experience and Professional Development

Training and Qualifications	E/D	Source
Supportive of the strong Christian ethos of the school	E	A/I
Practising Anglican	D	A/I/R
Qualified Teacher Status (or pending)	E	A
Good Honours Graduate in relevant and appropriate discipline (or appropriate conversion course)	E	A
Professional Development and Teaching Experience		
Recent professional development relevant to the applicant's current role	E	A/I
Significant and relevant teaching experience in the secondary phase (KS3 & KS4)	E	A
Evidence of high levels of success in external examinations	D	A/R

Section B Professional Knowledge, Skills and Understanding

Ability to articulate a sound educational philosophy in line with St Michael's whole school aims	E	A/I
Thorough knowledge of the National Curriculum for English and GCSE specifications	E	A/I
Knowledge of the Ofsted Inspection Framework	E	I
Outstanding classroom practitioner with a clear understanding of Quality First Teaching	E	A/I
Ability to apply research to professional situations, both practical and theoretical	E	A/I
Knowledge of current curriculum developments and their implications	E	A/I
Committed to personal continuous professional development	E	A/R
Ability to produce and interpret data effectively to assess prior attainment, set targets and monitor progress and summarise findings with actions for further improvements	E	A/I
Ability to use ICT skills effectively and awareness of their application in learning and teaching.	E	A/I
Resilience and ability to manage and prioritise workload	E	A/I
Excellent organisation and time management skills	E	A/I
Ability to demonstrate a commitment to the Equal Opportunities Policy	E	I
Awareness of Health and Safety issues in class and on educational visits	E	A/I

Section C Personal Skills and Attributes

Commitment and enthusiasm for young people and their learning	E	A/I/L/R
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High expectations and aspirations for pupils	E	A/I/L
Excellent interpersonal and communication skills leading to great working relationships with pupils and other colleagues	E	A/I/R/L
Ability to collaborate and network effectively within and beyond school including with parents and external providers	E	A/I/R
Ability to prioritise, plan and organise themselves to achieve objectives, having integrity and an eye for details	E	A/I/R/L
Display high professional standards in dress, attendance and punctuality in line with the Staff Code of Conduct	E	I/R
Suitability to work with children and a satisfactory DBS clearance	E	A

Section D: Confidential References and Reports

Positive and supportive faith reference from the vicar/minister where the applicant regularly worships	D	R
Positive recommendation from all referees, including current employer	E	R

KEY

E = Essential
 D = Desirable
 A = Application
 L = Lesson Observation
 I = Interview
 R = References

The successful candidate will work under the direction of the Curriculum Leader for English. As a vibrant and successful school there are many demands on time, so flexibility and the ability to work under pressure are essential skills for this post; although you will benefit from working alongside supportive colleagues in a well-established staff team.

Generic Job Description for St Michael's Teachers

Responsible to: Curriculum/Subject Leader and Pupil Manager

Our mission statement:

*As a vibrant learning community we choose to
Serve God
Pursue Excellence
and
Celebrate the uniqueness of each individual*

We aim to achieve this mission by:

- providing a learning experience which enables our pupils to flourish and grow in body, mind and spirit
- providing a learning environment which is ordered and disciplined
- encouraging and recognising positive progress, attainment and behaviour both within and beyond the curriculum
- having high aspirations and high expectations from all, confident that everyone can experience success

Main purpose

To work with the line manager for curriculum areas and where appropriate Pupil Manager in ensuring an environment for learning and teaching that empowers both staff and pupils to **'be the best that they can be'** and supports the Christian ethos of the school.

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general frame work and character of the post as identified below.

The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Headteacher.

Job Purpose

To be an effective teacher (and tutor) who supports and challenges all pupils to flourish and grow in body, mind and spirit.

Accountabilities:

- To take an active part in the spiritual and worshipping life of this Church of England High School including Tutorial Prayers, Tutorial Worship, other work with Tutorial Groups and Worship itself.
- To seek at all times to assist the school in the achievement of its aims, at all times supporting its Church of England foundation.

- To prioritise safeguarding and promote the welfare and wellbeing of the pupils in school.
- To strive at all times to behave in a professional manner and comply with the Code of Conduct for Staff (Staff Handbook), e.g. dress policy, confidentiality, propriety and behaviour.
- To maintain a thorough and up to date knowledge of the teaching of your subject(s) and take account of wider curriculum developments which are relevant to your work.
- To do all you can to ensure that, as a result of your teaching, your pupils achieve well relative to their prior attainment, making progress as good as or better than similar pupils nationally and in the school.
- To teach pupils according to the needs of individuals, preparing and planning lessons and evaluating work in accordance with school and subject area policies.
- To engage with the School Improvement Plan priorities and the Appraisal Process.
- To actively support and engage with whole school policies, e.g. Feedback, Home Learning, Safeguarding, Attendance, Worship etc.
- To take responsibility for one's own personal professional development and use the outcomes to improve your teaching, seeking always to provide the highest quality of education for pupils.
- To set and mark home learning which is meaningful, relevant and complementary to classwork in accordance with school and subject area policies.
- To assess, monitor and record the progress of pupils in your teaching group and give them clear and constructive feedback of how to improve.
- Comply with the school's assessment and reporting procedure by writing reports and completing tracking as required. Maintain formative and summative records of pupils' progress so that the assessment procedures of the school can be carried out.
- To participate with the Curriculum Leader and other appropriate colleagues, making an active contribution to the policies, aspirations and plans of the curriculum team and school in general; including the development of specification teaching materials and learning schemes.
- To be actively involved in school life, always acting in the school's best interests.
- To carry out supervisory duties in accordance with school practices and policies.
- To participate in meetings with colleagues, parents and other bodies as appropriate.
- To produce an effective learning environment for all pupils by following the Behaviour for Learning Policy to ensure high standards of behaviour.

- To develop efficient and effective working practices which enable yourself and colleagues to have a reasonable work life balance.
- To be responsible for the safety of those working in the classroom; this includes ensuring that the room is free from clutter and untidy storage (clean desk policy), that faults are reported according to procedures laid down; in the case of teachers of practical subjects, this includes awareness of the dangers of equipment and materials being used, availability of first aid materials, and knowledge of procedures in case of accidents.
- To ensure compliance with expectations in relation to GDPR and digital usage.

