VISION

MULTI ACADEMY TRUST

RECRUITMENT PACK

Teacher of English (fixed term)



disability confident COMMITTED

MINDFUL EMPLOYER

Stonewall DIVERSITY CHAMPION

Welcome from the CEO

Thank you for your interest in joining Vision Multi Academy Trust as Teacher of English.

At Vision Multi Academy Trust, we are proud to serve our communities through a family of schools that work together to provide the very best opportunities for children and young people. Our Members, Trustees, leaders and staff are committed to ensuring that every pupil receives an exceptional education and is supported to realise their full potential.

Vision MAT was established in July 2017, building on strong and longstanding relationships between neighbouring schools. Since then, the Trust has continued to grow and evolve, bringing together primary and secondary education within a collaborative and ambitious partnership. We continue to work closely with schools, organisations and communities both locally and beyond, recognising that collaboration is fundamental to educational excellence.

What makes Vision MAT special is our collective approach. Each school retains its unique identity whilst benefiting from the strength, expertise and support of the wider Trust. We actively share knowledge, experience and best practice, creating opportunities for both pupils and staff to learn, develop and succeed together.

We believe that great education is built on strong relationships, high aspirations and a shared commitment to continuous improvement. By working together, we are able to overcome challenges, remove barriers to success and ensure that every child receives the support, encouragement and opportunities they need to thrive.

As Chief Executive Officer, my role is to work alongside our schools to ensure that our strategy, leadership and resources support the highest standards of education, wellbeing and operational excellence. We are ambitious for every pupil and every member of staff, and we are committed to creating an environment where people can flourish, develop professionally and make a meaningful difference.

If you share our values, have a passion for education and believe you can make a positive contribution to our Trust and its schools, we would be delighted to hear from you.

We look forward to receiving your application.

Kathryn Mort

Chief Executive Officer

Dear Candidate,

Thank you for your interest in the role of Teacher of English at Vision Multi Academy Trust.

Teacher of English (Fixed Term to August 2027)

We are looking for an enthusiastic, talented and committed Teacher of English to join our successful and supportive English department at Parrenthorn High School on a fixed-term contract until the end of the 2026/27 academic year.

This is an exciting opportunity for a passionate teacher who is dedicated to inspiring a love of English, delivering high-quality lessons, and helping students achieve their full potential. Whether you are an experienced practitioner or an early career teacher, you will join a collaborative team committed to excellent outcomes and a rich educational experience for all students.

At Parrenthorn High School, we pride ourselves on our values, inclusive ethos, strong sense of community, and commitment to staff development. We are seeking a colleague who shares our ambition, high expectations, and determination to make a positive difference to the lives of young people.

For more information or to visit Parrenthorn High School, please do not hesitate to contact Mark Heselwood, Operations Manager – mheselwood@parrenthorn.co.uk

Closing Date: Wednesday 11th November 2026
Interviews: Week commencing Monday 16th November 2026

Teacher of English (Fixed term until August 2027)

Job Title	Teacher of English
Responsible to	Head of English
Hours	32.5 per week
Salary	M1-UPS3 depending on experience
Contract	Fixed term (Maternity cover)
Location	Parrenthorn High School
Start Date	As soon as possible

1. About the Role

The successful candidate will be responsible for planning and delivering engaging and challenging English lessons that enable all students to make strong progress. They will create a positive and inclusive learning environment, maintain high expectations of behaviour and achievement, and use assessment effectively to monitor progress and inform future learning.

Working closely with colleagues within the English department, the postholder will contribute to curriculum development, the sharing of best practice and the continual improvement of teaching and learning. They will also play an active role in the wider life of the school, supporting enrichment activities and fostering positive relationships with students, parents and carers.

We are seeking a teacher who holds Qualified Teacher Status and has the ability to teach English across Key Stages 3 and 4. The ideal candidate will have strong subject knowledge, excellent communication skills and a genuine passion for helping young people succeed. They will be reflective, ambitious and committed to their own professional development, while sharing the school's values and dedication to safeguarding and promoting the welfare of children and young people.

2. Person Specification

	ESSENTIAL	**DESIRABLE**
1. **Education and Training** The successful candidate will:	Be a qualified teacher Have a degree or equivalent in the relevant subject	Relevant CPD
2. **Experience** The successful candidate will be able to demonstrate experience of:	Teaching of English at KS3 and to GCSE level Working effectively in a team of people Their suitability to work with children in the 11-16 age range	SEND Theory and practice
3. **Knowledge and understanding**	Their commitment to safeguarding and promoting the welfare of children	

The successful candidate will be able to demonstrate knowledge and understanding of:	A good knowledge of the National Curriculum and the importance of lesson sequencing Current policy developments in English Clear understanding of the science of learning Key factors that lead to improvements in the standards of learning and the quality of teaching English Key factors in creating and maintaining an environment conducive to effective learning, good behaviour and discipline The ways in which the teaching of English can be made relevant, vibrant, and exciting. A variety of teaching and learning styles The importance of the role of a form tutor	
4. **Skills and Abilities** The successful candidate will be able to demonstrate their skills and abilities:	As an excellent classroom teacher capable of innovation and creativity in the teaching of English To follow through an initiative or a task to its conclusion To communicate well at all levels To be well organised and able to meet deadlines To establish good relationships with children Knowledge and understanding of the role which extra-curricular activities play in the life of the school. Have an enthusiasm for English	To contribute to whole school developments including extra-curricular provision

Qualifications

Qualified Teacher Status

Have a degree or equivalent in the relevant subject

3. Job Description

Key Accountabilities – Teaching Post – (refer to national teaching standards)

- Demonstrate good or outstanding subject and curriculum knowledge.
- Plan and teach well-structured lessons adhering to the school's teaching and learning policy.
- Set high expectations which inspire, motivate and challenge students.
- Be accountable for students' attainment, progress and outcomes.
- Be responsible for creating, resourcing and sharing schemes of learning and lesson plans.
- Promote high standards of literacy, numeracy and communication skills across the curriculum.
- Guide students to reflect on their progress and emerging needs – adhering to the school's marking policy.
- Adapt teaching to respond to the strengths and needs of all pupils – using appropriate differentiation and individual targets.
- Make accurate and productive use of assessment – pupil progress, setting targets, lesson planning and student feedback.
- Work collaboratively with teaching assistants ensuring they are fully briefed on lesson plans and expectations to enable them to fully contribute to improving student outcomes.
- Make a positive contribution to the wider life and ethos of the school, including extra-curricular activities where appropriate.
- Give a positive impression of the school at all times to external visitors and during education visits.

Progress:

- Use appropriate quality assurance strategies and effective self-reflection to continuously improve teaching practice whilst ensuring effective implementation of Parrenthorn High School policies.
- Ensure student data is accurate and up to date and used proactively to develop individual targets which enable students to monitor their own progress.
- Monitor and measure progress and achievement at all levels across the school to contribute to timely and accurate tracking data.
- Set high expectations and targets for students to drive up achievement.
- Contribute to curriculum/pastoral development.

Personal Responsibilities:

- Supporting the Head of Faculty in embedding Parrenthorn High School's ethos and policies.
- Be prepared to take on specific responsibilities within the department such as resource development and schemes of learning.
- Accountable for delivering and promoting high levels of achievement.
- Acting as a positive behaviour role model.
- Being proactive in forging links with parents, community figures and external organisations to ensure the diversity of the local area and outside world is reflected in pupils' experience in school.
- Promoting a shared commitment to the safeguarding of children at all times.
- Carry out responsibilities under professional standards as laid down in the staff code of conduct.

- Take part in the school's Performance Management system and ensure effective Continuous Professional Development (CPD)

4. Safeguarding

Vision Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and contractors to share this commitment.

The Trust operates robust safer recruitment procedures and all appointments are subject to satisfactory pre-employment checks. These include an Enhanced Disclosure and Barring Service (DBS) check, satisfactory references, verification of identity, qualifications, right to work in the UK and any other checks required under Keeping Children Safe in Education.

In line with statutory guidance, online searches are be conducted on shortlisted candidates as part of the Trust's due diligence and safeguarding processes.

Vision Multi Academy Trust is committed to promoting equality of opportunity and welcomes applications from all suitably qualified candidates.