

## The Sovereign Trust Candidate Application Pack

### English Teacher

New Park Academy are looking to appoint an English Teacher to join our growing academy. The post holder will be working across the key stages, delivering and assessing English.

**The full job description and person specification can be found at the end of this pack.**

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## The Sovereign Trust



### About The Sovereign Trust

The Sovereign Trust is a growing family of schools and colleges committed to delivering exceptional opportunities for learning.

We believe that by learning and growing together, we can inspire every child and young person to achieve their highest personal potential, while experiencing individualised, innovative and creative education.

### Our Vision

We create environments across our academies that:

- Nurture and support every learner
- Encourage curiosity and exploration
- Celebrate creativity and individuality
- Foster a lifelong love of learning

### Our Journey

Established in 2016, The Sovereign Trust was founded with a clear ambition: to provide high-quality education for pupils with additional needs across the region.

Since then, we have grown from two special schools in Trafford to a Trust of six academies, including three in the Salford area, supporting learners from age 2 to 25.

## Our Pupils

The majority of our pupils have an Education, Health and Care Plan (EHCP) and present with a wide range of needs, including:

- Autism
- Down syndrome
- Physical and medical needs
- Learning difficulties
- Social, Emotional and Mental Health (SEMH) needs

Our approach is built on understanding and responding to these diverse needs through specialist, inclusive practice.

## Our People

We know that great academies are built by great people.

That is why we invest heavily in:

- Staff development and professional learning
- Leadership capacity and succession planning
- Creating supportive and collaborative working environments

Our leadership team includes professionals with a strong track record of transforming schools and sustaining outstanding outcomes.

## Why Join Us?

This is an exciting time to join The Sovereign Trust.

You will be part of a Trust that:

- Is ambitious for its pupils and staff
- Values collaboration and shared expertise
- Is committed to continuous improvement
- Places wellbeing and professional growth at the centre of its work

Above all, we are driven by a shared commitment: to deliver exceptional opportunities for every child and young person in our care.

For more information, please visit: <https://www.thesovereigntrust.uk/>

# New Park Academy



## About New Park Academy

New Park Academy is part of The Sovereign Trust, joining the Trust in June 2018 alongside Manor Academy and Pictor Academy.

We are a specialist provision for pupils in Key Stages 2, 3 and 4 (Years 3–11) who have been identified as having Social, Emotional and Mental Health (SEMH) needs, often alongside additional learning, communication or developmental challenges.

Many of our pupils arrive having experienced significant barriers to education. At New Park, we recognise that every young person's journey is unique. Our approach is rooted in a simple but powerful principle:

School should adapt to the needs of the child – not the other way around.

## Our Approach

We pride ourselves on:

- Seeing each pupil as an individual
- Taking a flexible, creative and “out of the box” approach to education
- Building strong, trusting relationships as the foundation for learning
- Providing a safe, structured and nurturing environment

For pupils who find traditional school settings particularly challenging, we have developed a thriving EOTAS (Education Other Than At School) programme, offering personalised pathways to ensure continued engagement in education.

## Curriculum

New Park Academy offers a broad and balanced curriculum, carefully adapted to meet the needs of our pupils.

Learners are supported to achieve a wide range of **external qualifications**, from Entry Level through to GCSE, alongside developing key life and employability skills.

Our curriculum places particular emphasis on:

- Engagement and re-engagement with learning
- Practical and vocational pathways
- Personal development and independence
- Preparation for adulthood

## Specialist Support

We take a holistic approach to supporting our pupils, recognising that learning cannot happen without emotional wellbeing.

Our staff team includes a high proportion trained in ELKLAN, enabling us to effectively support communication needs across the school.

We also provide a range of targeted interventions, including:

- Counselling
- Therapeutic play
- Therapeutic art
- Dog therapy
- Nurture-based provision

## Our Setting

- Key Stage 2 provision is based alongside Alder Brook KS2 PRU
- Key Stages 3 and 4 are delivered at our purpose-built site in Patricroft, Eccles
- Key stage 5 is based at Salford Youth Zone

## Our Ethos - “Believe and Succeed”

This underpins everything we do. We believe in every pupil’s potential and work tirelessly to help them succeed—both in education and in life.

## Welcome from the Headteacher

Dear Candidate,

Thank you for your interest in joining New Park Academy.

Our school serves pupils with Social, Emotional and Mental Health (SEMH) needs, many of whom have experienced barriers to education. At New Park, we are committed to providing a structured, supportive and ambitious environment where every pupil can succeed.

For our students, English is not just an academic subject, it is a **life skill**. Teaching it in a tailored, supportive way (using adaptive teaching methods, visual aids, assistive technology, etc.) can make a lasting impact on their ability to thrive both in school and beyond.

We are looking for a teacher who shares our commitment to making a difference and who understands that strong relationships underpin successful learning.

If you are passionate about your subject and want to work in a school where your impact is visible every day, we would be delighted to hear from you.

Yours sincerely,



Laura Clegg

# English Teacher

New Park Academy | The Sovereign Trust

**Salary:** MPS + SEN Allowance

**Start Date:** September 2026

## Are you a teacher who still loves teaching—but not what the job has become?

If you're tired of:

- Teaching large classes with limited impact
- Constant low-level disruption with little support
- Data pressures outweigh real learning
- Feeling like you're firefighting rather than teaching

...this role offers something different.

A role where you can genuinely change lives, not just deliver a curriculum- this could be the opportunity you've been waiting for.

At New Park Academy, you will work with pupils who may have experienced significant barriers to education. Many arrive disengaged—but with the right support, structure and relationships, they succeed. Your role will be to rebuild confidence, re-engage learners and unlock potential through English.

## Why Join Us?

- **Smaller classes** → more meaningful teaching
- **High levels of support** → strong TA and pastoral teams
- **Real impact** → visible progress in pupils who need it most
- **Protected time** → clear structure to teaching and PPA
- **Career progression** → TLR opportunities for the right candidate

This is a school where relationships matter, and where staff are supported to do their job well.

## About the Role

- Teach English across KS3 and KS4
- Act as a tutor for a small group of pupils
- Support pupils with Social, Emotional and Mental Health (SEMH) needs
- Deliver engaging, structured and differentiated lessons
- Work closely with support staff, families and external professionals

## We're Looking For Someone Who:

- Is a qualified teacher (or soon to be)
- Can engage pupils who may be reluctant learners
- Has strong behaviour management and emotional intelligence
- Builds positive, professional relationships with young people
- Wants to make a difference, not just deliver lessons

Experience in SEMH is helpful—but not essential. The right attitude and approach matter more.

## What We Offer

- MPS salary + SEN allowance
- Teachers' Pension Scheme
- Strong CPD and development pathways
- A supportive and collaborative staff team
- A leadership team that understands the demands of SEMH settings

## Safeguarding

In line with Keeping Children Safe in Education, safeguarding is at the heart of everything we do.

All staff are expected to:

- Promote the welfare of children and young people
- Maintain vigilance and professional curiosity
- Report concerns immediately to the Designated Safeguarding Lead

All appointments are subject to:

- Enhanced DBS clearance
- Satisfactory references
- Pre-employment safeguarding checks

## Key Dates

- **Closing Date: Monday 1<sup>st</sup> June 2026 at 8:00am**
- **Shortlisting Date: Tuesday 2<sup>nd</sup> June 2026**
- **Interview Date: Tuesday 9<sup>th</sup> June 2026**

We reserve the right to close this vacancy early.

## Visit the Academy

We strongly encourage candidates to visit New Park Academy to fully understand the role and environment.

To arrange a visit, please contact: **Laura Clegg: [lclegg@newparkacademy.org](mailto:lclegg@newparkacademy.org)**

## Equal Opportunities

The Sovereign Trust is committed to equality of opportunity and welcomes applications from all suitably qualified candidates.

## Interested but unsure

We strongly encourage informal conversations or visits—this is a role best understood by seeing it in action.

# Job Description and Person Specification

## English Teacher

### Job Purpose

To deliver high-quality teaching and act as a tutor for a KS3 or KS4 group, providing both academic and pastoral support to pupils with Social, Emotional and Mental Health (SEMH) needs.

To plan, deliver and assess English across Key Stages 3 and 4, ensuring a broad, balanced and inclusive curriculum that meets the needs of all learners, including those with additional needs and challenging behaviours.

To contribute to the development of the English curriculum and whole-school improvement priorities.

### Teaching and Curriculum Responsibilities

- Plan and deliver high-quality English lessons at KS3 and KS4
- Adapt teaching to meet the needs of pupils with SEMH and additional learning needs
- Develop and implement schemes of work, lesson materials and assessment strategies in collaboration with colleagues
- Use a range of teaching approaches to engage and motivate learners, particularly those who are disengaged
- Assess, monitor and record pupil progress in line with school policy
- Provide timely and effective feedback to support progress
- Contribute to the development and review of the English curriculum
- Support literacy development across the curriculum

### Assessment, Progress and Outcomes

- Track and analyse pupil progress and attainment
- Identify underachievement and implement appropriate interventions
- Contribute to internal and external assessment processes (including GCSE)
- Support the preparation of pupils for examinations
- Contribute to reports for parents/carers, reviews and external agencies

### Behaviour and SEMH Support

- Create a safe, structured and supportive learning environment
- Implement consistent behaviour management strategies in line with school policy
- Support pupils' social, emotional and mental health development
- Build positive relationships that promote engagement and learning
- Contribute to behaviour plans, risk assessments and individual support strategies

## **Tutor Role / Pastoral Responsibilities**

- Act as a tutor for a KS3 or KS4 group
- Take responsibility for the pastoral care and wellbeing of pupils
- Monitor pupil progress across subjects
- Contribute to EHCP reviews, support plans and risk assessments
- Liaise with parents/carers and external professionals
- Attend and contribute to pupil review meetings

## **Working with Others**

- Work collaboratively with Teaching Assistants and other support staff
- Direct and deploy support staff effectively within lessons
- Liaise with subject leaders and senior staff to support pupil outcomes
- Contribute to meetings, INSET and whole-school development

## **Safeguarding Responsibilities**

In line with Keeping Children Safe in Education:

- Safeguarding and promoting the welfare of children is a core responsibility
- Report any safeguarding concerns immediately to the Designated Safeguarding Lead (DSL)
- Maintain vigilance and professional curiosity at all times
- Contribute to a culture of safeguarding across the school

## **Health and Safety**

- Maintain a safe learning environment at all times
- Ensure risk assessments for classrooms, activities and individual pupils are in place and followed
- Follow all school and Trust health and safety policies

## **Professional Responsibilities**

- Participate in appraisal and professional development
- Attend meetings, training and INSET as required
- Maintain accurate pupil records and documentation
- Contribute to the ethos and wider life of the school
- Undertake additional duties commensurate with the role

## **General Requirements**

The postholder must:

- Comply with all Trust policies, including Equality, Safeguarding and Health & Safety

- Promote inclusion and equality of opportunity
- Uphold the values and ethos of New Park Academy and The Sovereign Trust

## Person Specification

	Essential	Desirable	Application	Observation	Interview
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status (QTS)</li> <li>• Degree in English or related subject</li> <li>• Evidence of ongoing CPD</li> </ul>	<ul style="list-style-type: none"> <li>• SEN/SEMH or behaviour-focused training</li> </ul>	✓		✓
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience teaching English at KS3 and/or KS4</li> <li>• Experience delivering GCSE English Language and/or Literature</li> <li>• Experience in planning, delivering and assessing the English curriculum</li> <li>• Experience working with pupils with SEMH needs or challenging behaviour</li> <li>• Experience managing behaviour effectively in a classroom setting</li> <li>• Experience raising attainment for underachieving pupils</li> <li>• Experience working with Teaching Assistants/HLTAs</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working up to GCSE</li> <li>• Experience of using de-escalation strategies outlined by Team Teach</li> <li>• Experience contributing to EHCPs / multi-agency working</li> </ul>	✓	✓	✓
<b>Professional Understanding, Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Have the ability to assess and record the progress of pupils' learning to inform next steps and monitor progress.</li> <li>• To be able to analyse data to set targets and next steps to achieve SMART targets</li> <li>• An in-depth knowledge and understanding of safeguarding and how to promote the wellbeing of pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with other agencies</li> <li>• Experience of working collaboratively with other schools, universities and organisations</li> <li>• Sound knowledge of assessment in English</li> </ul>	✓		✓

	<ul style="list-style-type: none"> <li>Awareness of the Education Acts and the SEND Code of Practice</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of how the curriculum can be adapted to meet the needs of pupils with a range of SEN relevant to the age range of the school, including assessment, recording and reporting</li> </ul>			
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>A passion for working with students</li> <li>Practical understanding of effective teaching and evaluation strategies for pupils with SEN</li> <li>Recent experience of teaching in KS3 and KS4</li> <li>Able to adapt learning objectives to meet the needs of all levels of ability in the class</li> <li>Proactive in solving problems, being solution-focused during lessons</li> <li>Creative in approach to planning and delivering lessons</li> <li>Able to manage pupil behaviour effectively</li> <li>Able to use ICT to advance pupils' learning and use common ICT tools for their own and pupils' benefit.</li> </ul>	<ul style="list-style-type: none"> <li>Successful and sustained teaching experience across relevant key stages</li> </ul>	✓	✓	✓
<b>Leadership and Management</b>	<ul style="list-style-type: none"> <li>Able to manage a class effectively</li> <li>Have experience in deploying TAs to accelerate pupils' progress in all areas</li> </ul>	<ul style="list-style-type: none"> <li>Hold aspirations for future career development</li> </ul>	✓	✓	✓

	<ul style="list-style-type: none"> <li>• Able to motivate pupils and staff, setting high standards and providing a focus for improvement</li> </ul>				
<b>Professional values, qualities and skills</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children</li> <li>• High expectations of pupils and self</li> <li>• Resilience and ability to remain calm under pressure</li> <li>• Empathy and understanding of pupils with SEMH needs</li> <li>• Commitment to inclusion and equality of opportunity</li> <li>• Professional integrity and reliability</li> <li>• Flexibility and willingness to contribute to wider school life</li> <li>• Commitment to improving outcomes for vulnerable learners</li> <li>• A good sense of humour and ability to find solutions in challenging circumstances</li> <li>• Enhanced DBS clearance and suitability to work with children</li> <li>• Willingness to undertake CPD and training</li> <li>• Commitment to the ethos and values of New Park Academy and The Sovereign Trust</li> <li>• Ability to contribute to enrichment (e.g. literacy intervention, reading programmes)</li> </ul>	<ul style="list-style-type: none"> <li>• Bring personal interests and enthusiasms to the school community</li> <li>• Ambitious</li> </ul>	✓	✓	✓

This job description may be amended to reflect the evolving needs of the academy and Trust.

## How to Apply

### Are we the right opportunity for you?

If you wish to be considered for this vacancy, you should complete the attached application form and a supporting statement outlining your suitability for the role. Your supporting statement should address:

- Your teaching experience and subject knowledge
- Your approach to behaviour and SEMH support
- How you build relationships and engage pupils
- Your commitment to safeguarding

Please note that only applications on the Trust's application form will be considered. Candidates who submit a CV will not be short-listed. Completed applications are to be returned to [hr@thesovereigntrust.uk](mailto:hr@thesovereigntrust.uk) to arrive by 8:00am on Monday 1<sup>st</sup> June 2026.

<b>Closing date for receipt of applications:</b>	Monday 1 <sup>st</sup> June 2026 at 8:00am
<b>Shortlisting:</b>	Tuesday 2 <sup>nd</sup> June 2026
<b>Interviews for successful candidates will be held at New Park Academy:</b>	Tuesday 9 <sup>th</sup> June 2026

### Safeguarding & Pre-Employment Checks

The Sovereign Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff, volunteers and partners to share this commitment.

Our recruitment process follows the principles set out in Keeping Children Safe in Education and reflects our robust approach to safer recruitment.

As part of this process:

- An online search will be carried out on shortlisted candidates as part of our due diligence checks
- Shortlisted candidates will be required to complete a self-declaration of criminal record and safeguarding information

All appointments are subject to:

- A satisfactory enhanced Disclosure and Barring Service (DBS) check, including a barred list check where appropriate and registering for the update service.

- A minimum of two years' satisfactory references, which may be sought before the interview
- Verification of identity and right to work in the UK in line with the Asylum and Immigration Act 1996
- Medical clearance
- Verification of qualifications and professional status (including QTS where applicable)

We are committed to ensuring that all recruitment decisions are made in line with safeguarding best practice and that all staff are suitable to work with children, young people and vulnerable adults.

A copy of our Safeguarding and Child Protection Policy is available on our website:  
<https://www.thesovereigntrust.uk/policies-1/>